



University of California, Los Angeles

Institute for Research on Labor and Employment

Annual Report | 2013-2014



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About IRLE

The Institutes for Research on Labor and Employment (IRLEs) were founded at UC Berkeley and UCLA in 1945 as the Institute of Industrial Relations, under the directorship of Clark Kerr. The Institutes carry out and support research, education, and community outreach concerning labor and working life with a broad, interdisciplinary emphasis. They currently work with scores of faculty from over a dozen different academic disciplines, spanning the humanities, social sciences, and the professional schools at both campuses, while also actively engaging a similarly broad set of undergraduate and graduate students. The IRLEs' research and education mandate has expanded from its original scope of labor and industrial relations to incorporate many related areas of study, such as: low-wage labor markets, employer-based health insurance, the high tech workforce, immigration, globalized labor markets, work and technology, cultural geography, green jobs and the green economy, workforce demography and work and family issues. As the global economy becomes increasingly interlinked, the role of the California workforce within the Pacific Rim region has grown in importance.



The UCLA IRLE has 3 chief goals:

- Generate information in a wide range of formats (from academic publications to policy reports to technical assistance) that can help make work better in California, the US, and the world.
- Build the capacity of workers (and their organizations), managers, professionals, and policy-makers to take steps to improve workplaces and working life.
- Create spaces for dialogue within and among researchers, practitioners, and students regarding workplace issues.

These goals embody the IRLE mission—to carry out and support research, education, and community outreach concerning labor and working life with a broad, interdisciplinary emphasis—within the broader UCLA core mission of: Education, Research, and Service

“IRLE has consistently been ahead of the curve in tackling issues such as wage theft, informal work, and undocumented youth.”

~Chris Tilly, IRLE Director

The UCLA Institute for Research on Labor and Employment is a UCLA Organized Research Unit and an academic department within the UCLA College of Letters and Science, Division of Social Sciences. The UCLA IRLE’s work brings together several key sub-units, all of which play a role in shaping its research agenda:



IRLE Academic Unit

The Academic Unit supports academic research and programming on employment and labor topics in a variety of academic disciplines, with a special focus on low wage and informal work.



Center for Labor Research & Education (Labor Center)

The Labor Center and its programs work to build a bridge between the organized labor community in southern California and UCLA.



Human Resources Round Table (HARRT)

HARRT links human resource practitioners in the region to faculty and other intellectual resources at UCLA.



Labor Occupational Safety & Health (LOSH)

LOSH is involved in community outreach and conducts research on issues affecting the health of workers and on the quality of workplace environments.

All of these specialized sub-units have substantial autonomy, but operate under the IRLE umbrella and benefit from the services of its administrative staff.

Institute History

The Institute for Research on Labor and Employment is a multidisciplinary research center dedicated to the study, teaching, and discussion of labor and employment issues.

Through the work of its units—the IRLE Academic Unit, Center for Labor Research and Education (CLRE, or more commonly the LC), the Human Resources Roundtable (HARRT) and the Labor Occupational Safety and Health program (LOSH) – the Institute forms wide-ranging research agendas that carry UCLA into the Los Angeles community and beyond.

At the end of World War II, when organized labor in the United States was at the peak of its political power and influence, industrial relations units were established at many universities around the nation. In 1945, Governor Earl Warren established two such units at the University of California: one at UCLA, the other at Berkeley. The two institutes were the first arms of the University of California to offer specialized research and education programs to the organized labor movement, researchers and students.

In the decades since its founding, the UCLA Institute has played an important role in the intellectual life of the university, and it also has contributed to the national dialogue on employment and labor issues. The establishment of the Center for Labor Research and Education (1964), the Labor Occupational Safety and Health Program (1978), and the Human Resources Round Table (1986) within the Institute further consolidated the ties between the labor community and the university. But as the power of organized labor waned in the 1970s and 1980s, the Institute was faced with substantial budget cuts. Academic interest in the traditional field of industrial relations also declined during this period. In 1995, however, new leadership came into power at the national AFL-CIO and, soon after, organized labor in California was revitalized, leading to renewed intellectual interest in labor and employment issues as well. This led to a major new initiative in 2000, when the state legislature established the UC Institute for Labor and Employment (ILE), a research program housed jointly at UCLA and UC Berkeley which built on the two IIRs that had been established 44 years earlier.

In December 2003, Governor Arnold Schwarzenegger declared a fiscal state of emergency and eliminated ILE’s budget for the remainder of the fiscal year. In early 2004, after an outpouring of public support,

the University agreed to cover most staff salaries through June 2004. Beginning in 2004–05, the work of the ILE was restructured, maintaining the state-wide research funding on all UC campuses through a new system-wide Labor and Research Education Fund. Other activities continued to be housed at the UCLA and UC Berkeley Institutes, which both changed their names in spring 2007, and are now

Units Established:

- **Labor Center | 1964**
- **LOSH | 1978**
- **HARRT | 1986**

known as the Institutes for Research on Labor and Employment. The Miguel Contreras Labor Program, which serves as an umbrella over all the UC labor research and education programs, was approved by the UC Regents in early 2007.

In 2008, the Miguel Contreras Labor Program was targeted for line-item veto by Governor Schwarzenegger, threatening to eliminate both the UCLA and UC Berkeley IRLE campuses. After an outpouring of support—more than 400 UC faculty and academic staff members signed a letter of protest—the University of California, Office of the President agreed to continue funding for the Institutes for that fiscal year.

Despite being levied with continued budget uncertainty in the years after 2008, the UC Berkeley and UC Los Angeles Institutes for Research on Labor and Employment have maintained a high level of academic excellence and civic action and continue to reinforce their relationship with the University of California community.

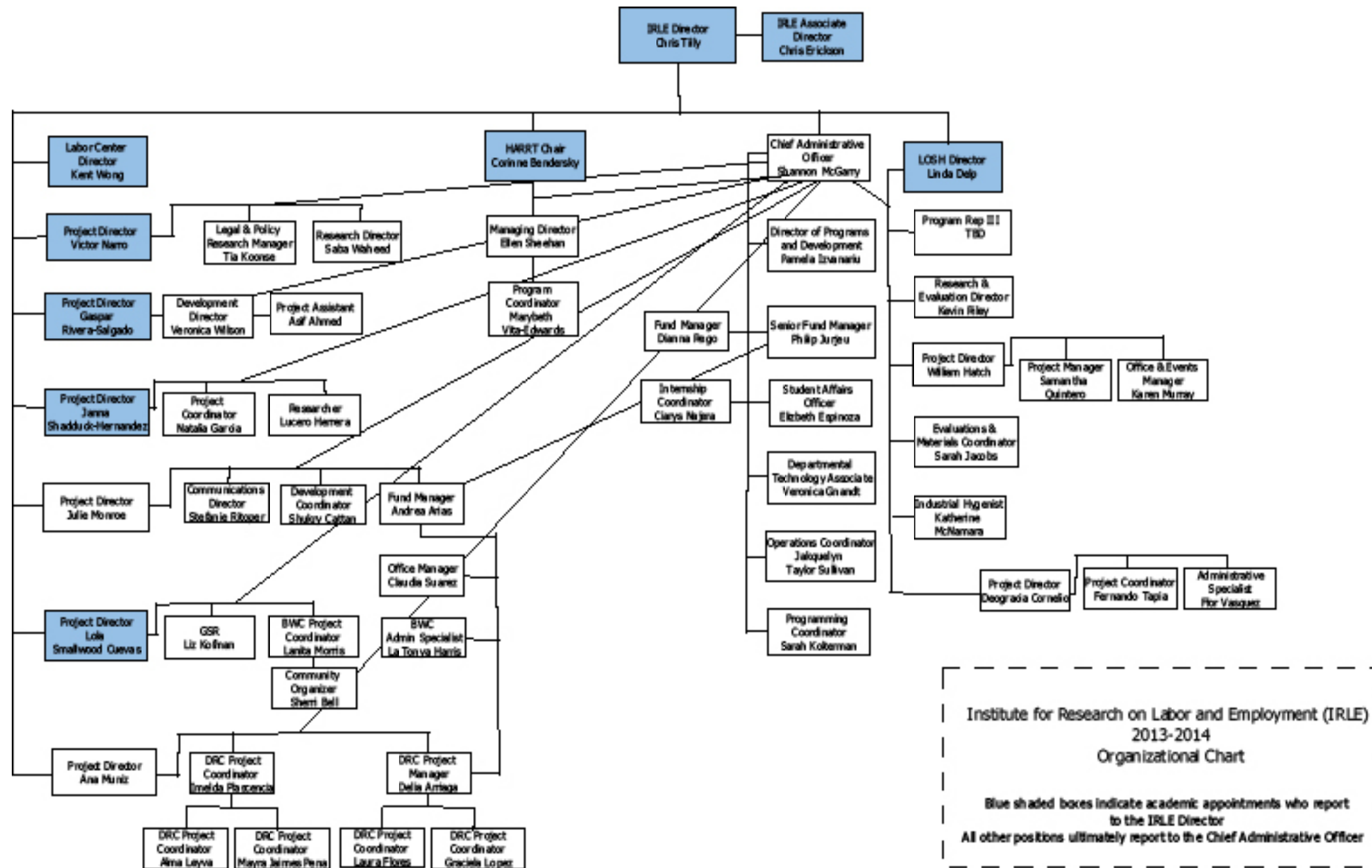


Organizational Structure

IRLE is led by a Director, who is appointed by the Dean of the Social Science Division of the UCLA College of Letters and Science. The Director is advised by an Associate Director and a Faculty Advisory Committee, with whom he meets to discuss, strategize and implement initiatives of the Institute. Day-to-day management of each of the IRLE units is delegated to unit directors, who report to the IRLE Director.

Institute-wide organizational support and administrative leadership is provided by the IRLE Business Office, which is led by the Chief Administrative Officer and includes the Senior Fund Manager, Operations Coordinator, Programming Coordinator, and the Departmental Technology Associate. For more detailed information on IRLE's administrative structure, please see the attached organization chart (Appendix I).

As mentioned above, the IRLE is well-served by its Faculty Advisory Committee (FAC), which is currently comprised of 14 Senate faculty from a variety of disciplines. Currently, the FAC includes representation from the following departments: Anthropology, Chicana and Chicano Studies, History, Law, Management, Political Science, Public Policy, Sociology, and Urban Planning. The committee meets quarterly and plays an important role in advising the Director and staff and helping to guide the program's work. The Labor Center also has an active Advisory Committee of its own, comprised of labor and community representatives, which meets regularly and provides valuable input for the faculty and staff.



Currently, the FAC includes representation from the departments of: Anthropology, Chicana and Chicano Studies, History, Law, Management, Political Science, Public Policy, Sociology, and Urban Planning.

Finances

A significant part of IRLE activities is supported by external sources, including grants and gifts. LOSH is almost entirely supported by grants and HARRT applies a membership fee to support its activities. The Labor Center has traditionally relied on support from its constituencies and from the annual Labor Center fund raising banquet to support its programs and research, and in the last two years, has significantly grown its grant-writing. The Academic Unit has likewise expanded its grant and contract activities, securing some modest external sources of support this year.

In the forthcoming years, IRLE will continue to make grant seeking a priority and will investigate both private foundations and federal sources. Private donations, including those given at the annual Labor Center banquet, are an important part of the Institute’s funding. Additional (though more modest) income is obtained

through book sales, through HARRT membership fees, and through the Student Leadership Academy, a summer internship program for which local labor unions invest in the opportunity to host recent college graduates interested in working in the labor movement. Moving forward in the next five years, further developing a broader overall development strategy will be a priority for IRLE leadership. In addition to the Labor Center’s annual Banquet, the IRLE Academic Unit plans to inaugurate a fundraiser to reach out to new constituencies on behalf of the Labor Studies Minor.

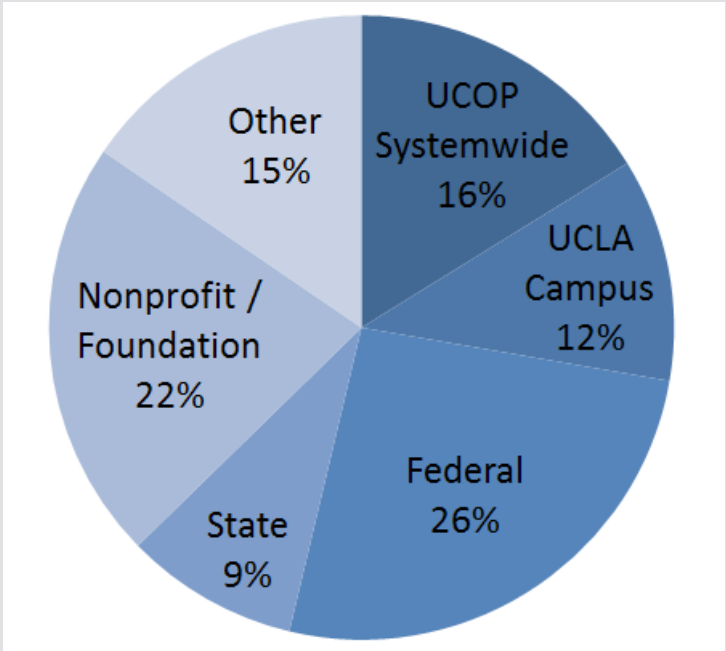
FY 2013-2014 Fund Sources

Extramural Funding: Institute for Research on Labor & Employment

Principal Investigator: Chris Tilly

Award Title	Sponsor	Award Type	Project Period	FY14 Total / Project Total
Uneasy Alliances: Union and Informal Worker Organizing in the US and Mexico	UC/Institute for Mexico and the United States (MEXUS)	Grant	07/01/12-06/30/13	\$0 / \$12,500
Monitoring and Enforcing Labor Standards in Subcontract Work Through Involvement of Worker Organizations: Lessons from Brazil, China, India, & South Africa	U.S. Department of Labor	Contract	09/24/12-09/30/13	\$88,391 / \$88,391
Collaborative International Comparative Research for Making Informal Worker Voice More Effective in Improving Job Quality	Ford Foundation	Grant	07/01/13-06/30/15	\$0/\$75,000

FY 2013-2014 Fund Sources



IRLE has become the largest contract and grant recipient in the UCLA Division of Social Sciences

Extramural Funding: Labor Center

Principal Investigator: Kent Wong

Award Title	Sponsor	Award Type	Project Period	FY14 Total / Project Total
Workplace Safety & Health Education	California Wellness Foundation	Grant	07/01/10-06/30/13	\$0 / \$200,000
Worker Center Best Practices	Ford Foundation	Grant	10/01/10-03/31/14	\$0 / \$450,000
Los Angeles Black Worker Center	Open Society Institute (Soros Foundation)	Grant	11/01/11-10/31/13	\$400,000 / \$400,000
Garment Industry Research and Wage Claim Process Development	CA/Department of Industrial Relations	Mod/Amndmnt--Contract	04/01/12-06/30/14	\$338,903 / \$462,039
Workforce Development Initiatives with Worker Centers	Ford Foundation	Grant	05/01/12-07/13/12	\$0 / \$300,000
Dream Resource Center	Ford Foundation	Grant	11/01/12-10/31/14	\$250,000/ \$250,000
Los Angeles Black Worker Center	Liberty Hill Foundation	Grant	08/04/12-08/03/13	\$20,000 / \$20,000
Los Angeles Black Worker Center	California Wellness Foundation	Grant	01/01/13-12/31/14	\$150,000 / \$150,000
Dream Resource Center	New World Foundation	Grant	01/30/13-01/30/14	\$60,000 / \$60,000
Social Program Agreement – LA Black Worker Center	County of Los Angeles	Contract	04/01/12-03/31/13	\$10,000 / \$10,000
Dream Resource Center	San Francisco Foundation	Grant	04/01/13-05/31/14	\$15,000 / \$15,000
Los Angeles Black Worker Center	Open Society Institute (Soros Foundation)	Grant	01/01/14-12/31/14	\$200,000 / \$200,000

Extramural Funding: Labor Center

Principal Investigator: Kent Wong

Award Title	Sponsor	Award Type	Project Period	FY14 Total / Project Total
Leadership Training and Policy Efforts to Improve the Health of Low-Wage Workers in Los Angeles	California Wellness Foundation	Comp. Renewal--Grant	07/01/13-06/30/15	\$150,000 / \$150,000
Women’s Dream Summer	The Berger Marks Foundation	Grant	06/01/13-12/31/13	\$10,000 / \$10,000
Los Angeles Black Worker Center	Liberty Hill Foundation	Comp. Renewal --Grant	08/05/13-08/04/14	\$20,000 / \$20,000
Dream Summer Community Health Leadership Program	The California Endowment	Spplmnt--Grant	06/01/13-05/31/14	\$25,000 / \$415,000
Los Angeles Black Worker Center	The Discount Foundation	Grant	07/01/13-06/30/14	\$50,000 / \$50,000
Dream Summer 2013	Unbound Philanthropy	Grant	06/01/13-05/31/14	\$60,000 / \$60,000
Dream Summer 2013	Rosenburg Foundation	Grant	06/01/13-05/31/14	\$40,000 / \$40,000
Children’s Defense Fund Freedom School 2013	Children’s Defense Fund	Subgrant	03/01/13-09/30/13	\$20,000 / \$20,000
Miguel Contreras Learning Complex Freedom School	Miguel Contreras Foundation	Grant	03/01/13-01/31/14	\$0 / \$46,903
Los Angeles Black Worker Center	New World Foundation	Grant	11/18/13-11/18/14	\$50,000 / \$50,000
Orange County Collaborative Research	Tides Foundation, The	Grant	09/01/13-07/31/14	\$10,000 / \$10,000
Orange County Collaborative Research	Powerpac Foundation	Contract	07/01/13-07/31/14	\$40,000 / \$40,000
Dream Resource Center	New World Foundation	Grant	01/29/14-01/29/15	\$60,000 / \$60,000

Extramural Funding: Labor Center

Principal Investigator: Gaspar Rivera-Salgado

Award Title	Sponsor	Award Type	Project Period	FY14 Total / Project Total
Festivals and Migrant Transnational Communities Between Mexico and United States: The Guelaguetza in California	UC/Institute for Mexico and the United States (MEXUS)	Grant	07/01/12-3/31/14	\$0 / \$12,250
Food Chain Workers Alliance Data Analysis Project	Food Chain Workers Alliance [005144]	Subcontract	07/08/13-10/31/13	\$4,500/ \$4,500

Extramural Funding: Labor Center

Principal Investigator: Victor Narro

Award Title	Sponsor	Award Type	Project Period	FY14 Total / Project Total
City of Seattle Construction Compliance Evaluation	Seattle, City of	Spplmnt-- Grant	04/15/13-12/31/14	\$21,300 / \$104,629
Economic Losses to California Business Resulting from the Underground Economy	California State Board of Equalization	Contract	04/15/13-06/30/13	\$7,599/ \$7,599

Extramural Funding: Labor Occupational Safety & Health

Principal Investigator: Kevin Riley

Award Title	Sponsor	Award Type	Project Period	FY14 Total / Project Total
Prevalence and Causes of Work-Related Injury and Underreporting Among Workers in the Low-Wage Labor Market	CA/Department of Industrial Relations	Contract	04/01/14-12/31/14	\$23,582/ \$23,582

Extramural Funding: Labor Occupational Safety & Health

Principal Investigator: Linda Delp

Award Title	Sponsor	Award Type	Project Period	FY14 Total / Project Total
Hazardous Material Worker Health and Safety Training Cooperative Agreement	National Institute of Health / National Institute of Environmental Health Sciences	Coop. Agreement	08/17/10-07/31/15	\$1,703,807 / \$8,993,693
School Action of Safety and Health (SASH) Program	University of California, Berkeley	Subcontract	07/01/11-06/30/13	\$0 / \$10,000
Supporting Worker Leaders to Promote Health and Safety in the Workplace	California Wellness Foundation	Grant	01/01/12-12/31/14	\$150,000 / \$150,000
California School Action Safety and Health Program (SASH)	University of California, Berkeley	Subcontract	07/01/12-06/30/13	\$4,000 / \$4,000
Behind the Scenes in the Tourism Car Wash and Waste Industries: Health and Safety Training for Low Wage and Immigrant Workers in Southern California	U.S. Department of Labor	Grant	09/30/12-09/30/13	\$181,390 / \$181,390
Worker Occupational Safety and Health Training Education Project	CA/Department of Industrial Relations	Mod/ Amndmnt- -Contract	07/01/12-6/30/14	\$220,000/ \$440,000
Community Engagement in Occupational and Environmental Health Research	NIH/National Institute of Environmental Health Sciences	Grant	05/06/13-04/30/14	\$10,000/ \$10,000
Susan Harwood Training Program FY 2013	Clergy and Laity United for Economic Justice – California (CLUE-LA)	Subgrant	10/01/12-09/20/13	\$33,143/ \$33,143

Extramural Funding: Labor Occupational Safety & Health

Principal Investigator: Linda Delp

Award Title	Sponsor	Award Type	Project Period	FY14 Total / Project Total
CAL/OSHA Outreach and Cross-Trainings with Worker Organizations	CA/Department of Labor	Contract	06/01/13-03/26/14	\$100,000/ \$199,999
Strengthening Labor and Community Partnerships to Address Hazards to Vulnerable Workers in Southern California	U.S. Department of Labor	Grant	09/30/13-09/30/14	\$181,390/ \$181,390
Susan Harwood Training Program FY 2014	Clergy and Laity United for Economic Justice – California (CLUE-LA)	Comp. Renewal--Subgrant	10/01/13-9/30/14	\$33,143/ \$33,143
School Action for Safety and Health (SASH) Program	University of California, Berkeley	Mod/Amndmnt--Contract	07/01/13-06/30/14	\$5,000/ \$9,000
Worker Center Convening on Health and Safety	Public Welfare Foundation	Grant	03/15/14-03/14/15	\$0/\$0
Worker Center Convening on Health and Safety	Institute of International Education	Subgrant	03/01/14-03/01/15	\$0/\$0



UCLA IRLE is most proud of the impact we have on improving workers' lives and workplaces. The following section details noteworthy student involvement, publications, events, and staff honors.



Student Involvement

From researching to presenting at workshops to assisting through Graduate Student Researcher (GSR) positions, students are an active and important component of IRLE's work.

[Student Research]

IRLE Research and Policy Briefs included doctoral student, [Tanar Osman](#), one of business incubators in the Los Angeles area and one on how growing inequality contributed to the Great Recession. Master's student [Hina Sheikh](#) also contributed a policy brief on career ladders in health care.

[GSR]

[Hugo Sarmiento](#), an Urban Planning doctoral student, assisted Director Chris Tilly with research on how informal construction workers are organizing to defend labor students in Brazil and central America. the two of them partnered with National Day Laborers Organizing Network, and Sarmiento traveled with an NDLO representative to Guatemala to meet with activists and officials.



(L) Hugo Sarmiento, (R) Gonzalo Carreon in Guatemala

[Young Worker Leadership Academy]



On February 7-9, 2013, LOSH co-facilitated the annual [Young Worker Leadership Academy](#), in partnership with the UC Berkeley Labor Occupational Health Program (LOHP). Four teams from Los Angeles participated. Young worker teams learned their basic workers' rights and are expected to turn in a completed project focused on raising awareness around injuries/illnesses inside their campus or in their community.

Research Publications

[Policy Briefs]

No 15: Mobilizing informal workers for urban resilience: Linking poverty alleviation and disaster preparedness | October 2013

[Bradley Cleveland](#), IRLE Research Affiliate

No 16: Where There Are Few Unions: Health and Safety Education for Organizing in Export Zones | November 2013

[Judy Branfman](#), IRLE Research Affiliate

No 17: Why Income Inequality Matters for Growth | May 2014

[Taner Osman](#), IRLE Research Affiliate

No 18: Career Ladders in Health Care Support Occupations | July 2014

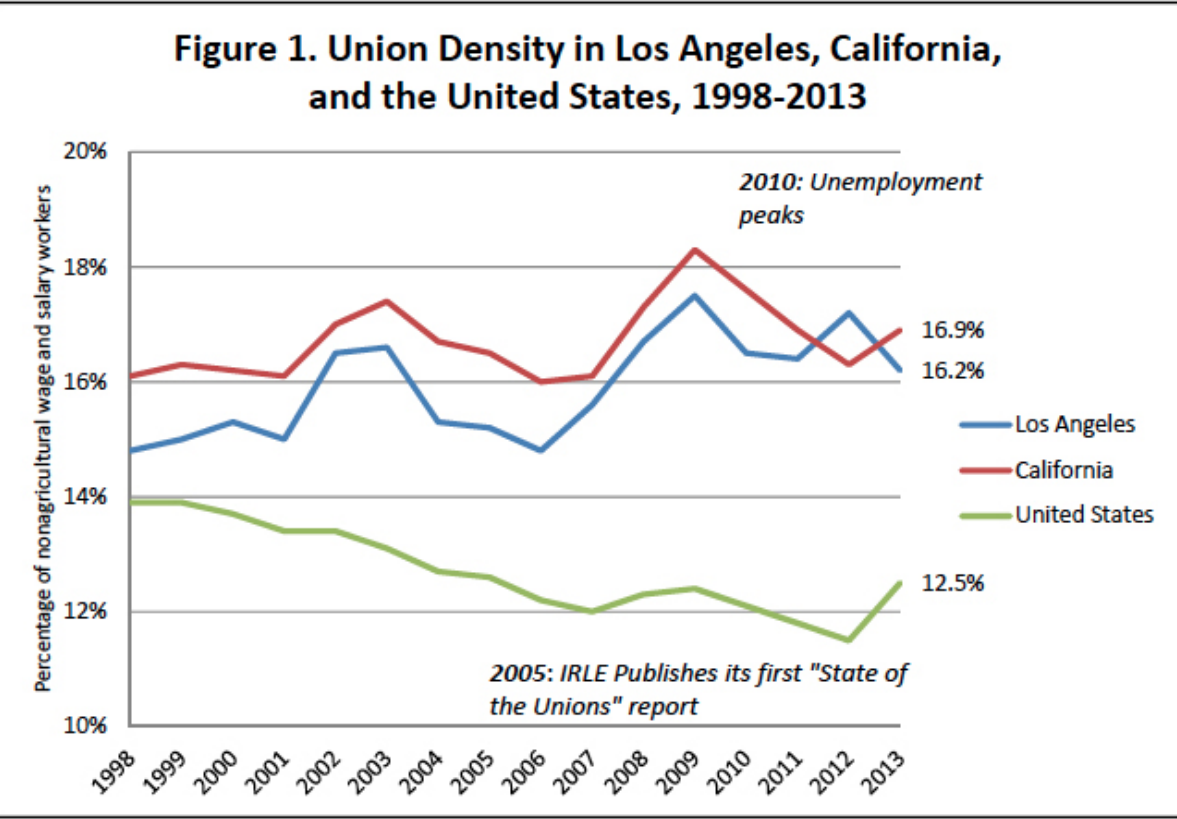
[Hina Sheikh](#), IRLE Research Affiliate

State of the Unions 2013

Patrick Adler & Chris Tilly, Institute for Research on Labor & Employment
Ben Zipperer, University of Massachusetts, Amherst

Each Labor Day beginning in 2005, the IRLE produces and publishes State of the Unions, a report profiling unionization in Los Angeles, the state of California, and the United States. The report is based on an analysis of

the U.S. Current Population Survey, conducted by the U.S. Bureau of Labor Statistics and the U.S. Census Bureau. The 2013 report examines whether the economic turmoil of recent years has had a lasting impact on union activity.



Working Paper Series

IRLE research affiliates, scholars, staff and faculty contribute to IRLE's working paper series, which has a total of 69 publications published between 2006-2014. The following working papers were submitted in 2013-2014:

- Procedure, Substance, and Power: Collective Litigation and Arbitration of Employment Rights**
Katherine Stone | May 2013
- The Idea and Practice of Contract in U.S. Employment Relations: Analysis and Policy Implications**
David Lewin | August 2013
- Entrepreneurial dreams, harsh realities: Aspirations and mobility in informal and formal retail jobs in Mexico**
Diana Denham, Chris Tilly | September 2013
- The Prospects for Social Business in Peri-Urban Water Supply: Employment and Household Welfare Impacts of the Grameen Veolia Venture**
Gregory Pierce | November 2013
- A Vaccination for Education - The ICDS and the Education of Older Girls in Rural India**
Monica Jain | November 2013
- Public Preschooling and Maternal Labor Force Participation in Rural India**
Monica Jain | November 2013
- Low-Wage Legacies, Race, and the Golden Chicken in Mississippi: Where Contemporary Immigration Meets African American Labor History**
Angela Stuesse, Laura E Helton | March 2014

Seeing Work, Envisioning Citizenship

Noah D Zatz, Eileen Boris | May 2014

Customer Service and the Disempowered Client: Business Process Reengineering in a Public Welfare Agency

Matt Vidal | May 2014

Green Shoots in the Labor Market: A Cornucopia of Social Experiments

Katherine Stone | May 2014

Trabalho e Desigualdades: Desafios para o novo modelo brasileiro de desenvolvimento

Marcia Leite | 2014

Five Ideas for Digital Labor History

Tobias Higbie | May 2014

Mexico’s experience of migration and development 1990-2013

Rodolfo García Zamora | April 2014

Resolving Ideological Conflicts by Affirming Opponents’ Status: The Tea Party, Obamacare and the 2013 government shutdown

Corinne Bendersky | May 2014



Staff Publications

Improving the state of labor and employment can only be done by engaging in discussions on the economy, workers and policy. IRLE staff contribute to these discussions by publishing their research in academic journals and community outlets. Highlights are listed by unit:

IRLE Academic Unit

1. Chris Tilly. “Beyond ‘contratos de protección’: Strong and weak unionism in Mexican retail enterprises.” *Latin American Research Review*, 49(3), (2014).
2. Chris Tilly, Diana Denham. “Sueños de éxito, realidades estancadas: Aspiraciones y movilidad en el comercio informal y formal en México.” *Revista Latinoamericana de Estudios de Trabajo* 30:9-42 (lead article), (2014).
3. Marie Kennedy, Chris Tilly(Eds.). “Community and Labor: Synergies, Frictions, and Innovations”, special issue of *Progressive Planning* 197 (2013).
4. Chris Tilly. “Trade unions, inequality, and democracy in the US and Mexico.” *Rethinking Development and Inequality*, 2, 68-83 (2013).
5. Chris Tilly, Rina Agarwala, Sarah Mosoetsa, Pun Ngai, Carlos Salas, & Hina Sheikh. *Informal Worker Organizing as a Strategy for Improving Subcontracted Work in the Textile and Apparel Industries of Brazil, South Africa, India and China*. Washington, DC: US Department of Labor, International Labor Affairs Bureau (2013).
6. Daniel J.B. Mitchell (Ed.), Lauren Appelbaum & Juliet Huang. “Economic and production impacts of the 2009 California film and television tax credit.” *California Policy Options*. Los Angeles: Lewis Center, Luskin School for Public Affairs (2013).
7. Françoise Carré & Chris Tilly. “‘So Far from God, so Close to the United States’, and Yet...: Unexpected differences in modern retail jobs between Mexico and the United States.” *Interventions Économiques*, 47(2013).
8. Patrick Adler, Chris Tilly, & Ben Zipperer. The state of the unions in 2013: A profile of union membership in Los Angeles, California and the nation. UCLA Institute for Research on Labor and Employment (2013).

LOSH

- 1. Baron SL, Beard S, Davis LK, Delp L, Forst L, Kidd-Taylor A, Liebman AK, Linnan L, Punnett L, Welch LS. “Promoting integrated approaches to reducing health inequities among low-income workers: applying a social ecological framework.” *American Journal of Industrial Medicine* 57 (5): 539-56 (2014).
- 2. Linda Delp, Kevin Riley, Sarah Jacobs, Diane Bush, Kathy Kirkland, Ingrid Denis, Matt London, and Robert Harrison. “Shaping the future: Ten years of the Occupational Health Internship Program.” *New Solutions*, 23(2) 253-281, (2013).
- 3. Linda Delp, P-C Wang. “Musculoskeletal disorders among clerical workers in Los Angeles: A labor management approach.” *American Journal of Industrial Medicine* 56: 1072-1081(2013).

Labor Center

- 1. Gaspar Rivera-Salgado and Jonathan Fox. “Voice of Indigenous Oaxacan Youth in the Central Valley: Creating Our Sense of Belonging in California.” *University of California Center for Collaborative Research for an Equitable California*. Research Report No. 1 (2013).
- 2. Gaspar Rivera-Salgado. “Pueblos Indígenas Transnacionales: The Intellectual Legacy of Michael Kearney.” *Latin American Perspectives*, Sage Journals (2014).
- 3. Gaspar Rivera-Salgado. “The Right to Stay Home: Equity and the struggle of migrant indigenous peoples.” In *Development and Equity: An Interdisciplinary Exploration by Ten Scholars from Africa, Asia and Latin America*. Edited by Dick Foeken, Ton Dietz, Leo de Haan, and Linda Johnson. Leiden/Boston: Brill Academic Publishers (2014).

- 4. Victor Narro. “Perspectives: Worker Centers and the AFL-CIO National Convention.” *Law at the Margins*. August 21, 2013
- 5. Victor Narro. “AFL-CIO Convention: A Historic Opening in the Labor Movement.” *AFL-CIO Blog*. October 18, 2013.
- 6. Victor Narro. “The President can Fix the Broken Immigration System Today.” *Huffington Post*. October 21, 2013
- 7. Victor Narro. “Attorney General Should Probe Herbalife for Preying on Latino Community.” Guest Commentary, *Los Angeles Daily News*. December 17, 2013.
- 8. Victor Narro. “Political Strategy or Malpractice to Immigrant Communities?” *Huffington Post*. February 5, 2014.
- 9. Victor Narro. “A Spirit of Solidarity within the Movement for Immigrant Rights.” *Huffington Post*. April 12, 2014.

Events

IRLE has an active event schedule; each of the units coordinates a number of conferences, talks, and special events on the UCLA campus and in the community. The following pages highlight the major annual, co-sponsored, and special events of the Institute.

Annual Events

2013 Annual Benjamin Aaron Labor Law Lecture [November 13, 2013]

This annual lecture series is held in honor of Benjamin Aaron, a leading expert on U.S. and comparative labor law. Professor Aaron was Director of IRLE from 1960-1975 and a Professor of Law at UCLA from 1960 until his death in 2007.

The 2013 program featured Board Member of the National Labor Relations Board, Harry I. Johnson III, who spoke on the topic of The Board and its Role on the Frontiers of Employment Law. This event is sponsored by the UCLA Institute for Research on Labor and Employment, the Los Angeles County Bar Association - Labor and Employment Law Section and the Project on Work and Employment Regulation, UCLA School of Law.



HARRT Annual Retreat [November 14-16, 2013]

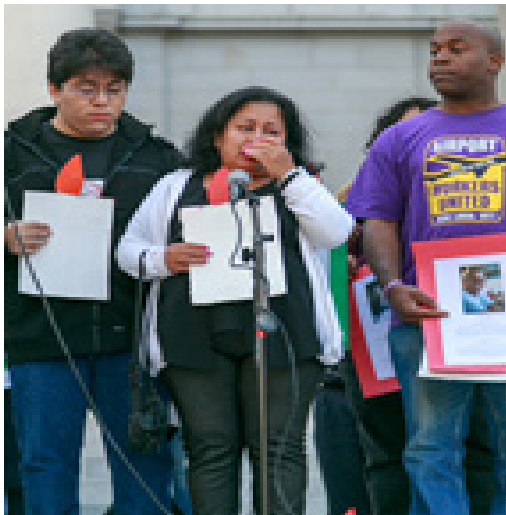
Each year, the Human Resources Roundtable produces a three day retreat, giving HARRT members an in-depth look at contemporary HR issues. The HARRT Retreat features talks from UCLA faculty, scholars and practicing HR executives.

The 2013 theme was “HR Agility: Are you Ready for What’s Next?” and includes topics such as “Shifting the Talent Trajectory: What’s Next?”, “Expressing Employee Value Proposition Through the Employee Experience,” “Changing the Rules of Employee Engagement,” and “Creating Momentum: Rethinking HR.”

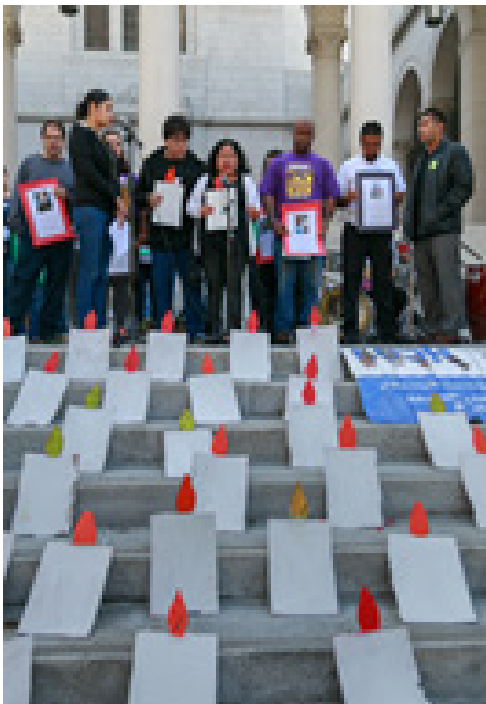


Workers’ Memorial Day and Week of Action [April 28 - May 1, 2014]

Each year, Workers Memorial Day events are held across the country to remember workers who’ve died on the job and to highlight the need for stronger worker protections. Activities in the Los Angeles area bring together workers and worker advocates. Students helped commemorate workers who have died on the job and promoted awareness, education, organizing and public policies to improve workplace health and safety conditions. Students worked on this year’s activities to highlight the relationship between workers’ rights and immigrants’ rights.



Organized by LOSH in collaboration with the Southern California Coalition on Occupational Safety and Health (SoCalCOSH) Activist Network, this year’s event included worker testimonies and special guest speakers at an evening fundraising event, as well as a candlelit vigil including a call to action.



Annual IRLE Conference [February 28 - March 1, 2014]

Each year since 2008, the IRLE has organized at least one major conference aimed at bringing scholars together around labor and employment issues, with an emphasis on providing a forum for graduate students to present their research. The 2014 conference, “Race, Labor and the Law” brought together leading legal scholars, social scientists, humanists and practitioners for a reframing of the relationship between race, gender, class and labor in the United States.



The 2014 conference was co-organized with the Critical Race Studies (CRS) Program at the UCLA School of Law and recieved generous support from several UCLA-based schools, institutes, programs, and departments. For more information on the conference co-sponsors, panel topics, and presenters, click [here](#).



[Colloquium Series]

IRLE colloquium talks bring speakers from a variety of disciplines, institutions and countries to UCLA to engage with faculty, students and the public. Each colloquium talk is cosponsored by another UCLA department or school to further encourage intercampus and multidisciplinary dialogues.

Book Talk: “Sunshine Was Never Enough: Los Angeles, Workers, 1880-2010” [October 16, 2013]

John Laslett | UC Los Angeles
Roger Waldinger| UC Los Angeles
Cosponsored by the UCLA Department of History

“Counter Culture & American Hair: Untangling Race, Labor, and Class in Salons and Diners” [November 20, 2013]

Candacy Taylor| Writer, Photographer, Cultural Critic
Mike Rose | UC Los Angeles
Cosponsored by the UCLA Center for the Study of Women

“The Lifetime Cost of Job Displacement” [February 5, 2014]

Till von Wachter| UC Los Angeles
Jennie E. Brand| UC Los Angeles
Cosponsored by the Department of Economics and the California Center for Population Research (CCPR)

Book Talk: “Behind the Screen: The Commercial Internet Content Moderation Industry and it’s Workers” [February 20, 2014]

Sarah T. Roberts | Western Univeristy
Presented by the Department of Information Studies and cosponsored by the Institute for Research on Labor and Employment (IRLE)

Book Talk: “Getting Back to Full Employment: A Better Bargain for Working People” [April 9, 2014]

Dean Baker| Center for Economic and Policy Research (CEPR)
Andrew Atkeson | UC Los Angeles
Cosponsored by the Department of Economics



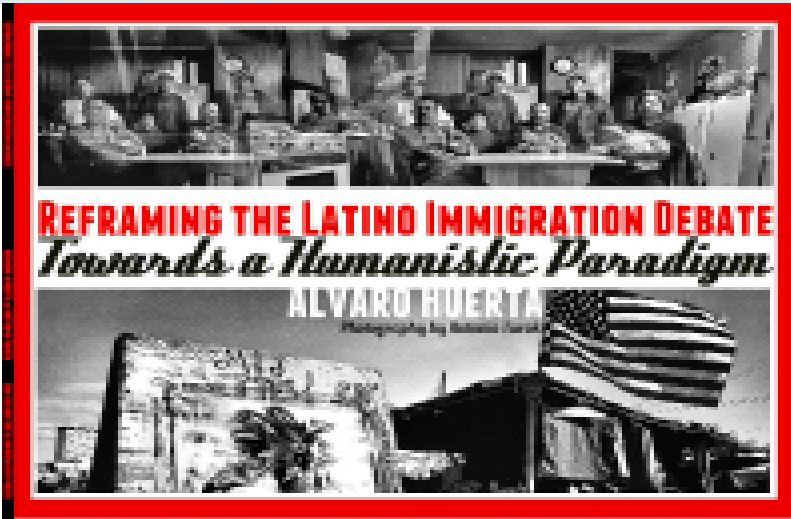
Book Talk: “Informal Labor, Formal Politics, and Dignified Discontent in India” [May 7, 2014]

Rina Agarwala | John Hopkins University
Scott Cummings| UC Los Angeles
Cosponsored by the UCLA Center for India and South Asia (CISA)

[Cosponsored Events]

Book Talk: “Reframing the Latino Immigration Debate Towards a Humanistic Paradigm” [October 9, 2013]

Alvaro Huerta | Chicano Studies Research Center Visiting Scholar
Presented by the UCLA Chicano Studies Research Center (CSRC), cosponsored by the UCLA Academic Advancement Program (AAP), UCLA César E. Chávez Department of Chicana/o Studies, IDEAS at UCLA, UCLA Institute for Research on Labor and Employment (IRLE), UCLA Labor Center, UCLA Latin American Institute, UCLA Law School, and UCLA Department of Urban Planning



“Migrant Women in Belgium’s Labor Market: From Invisibility to Vulnerability” [February 13, 2014]

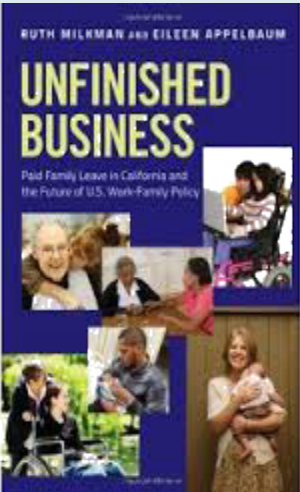
Andrea Rea | Université Libre de Bruxelles, Sociology
Presented by the Center for European and Eurasian Studies and cosponsored by the Program on International Migration, the Institute for Research on Labor and Employment (IRLE), and the UCLA Department of Sociology Gender Working Group

“Unfinished Business Los Angeles: History and Next Steps for California’s Paid Family Leave Law” [February 13, 2014]

Eileen Appelbaum | Center for Economic and Policy Research

Ruth Milkman | CUNY Sociology and Murphy Labor Institute

Presented by the California Work & Family Coalition, a project of Next Generation and cosponsored by ROC-LA, the Institute for Research on Labor and Employment (IRLE), the UCLA Labor Center, and ACLU So-Cal BreastfeedLA



“Behind the Screen: The Commercial Internet Content Moderation Industry and its Workers”

[February 20, 2014]

Sarah T. Roberts | Western University

Presented by the Department of Information Studies and cosponsored by the Institute for Research on Labor and Employment (IRLE)

“The Great U-Turn: Inequality in America 25 years Later”

[February 25, 2014]

Barry Bluestone | Northwestern University

Presented as part the UCLA Luskin School of Public Affairs Faculty Executive Committee (FEC) Public Lecture Series, sponsored by UCLA Luskin and the Center for the Study of Inequality and cosponsored by the Institute for Research on Labor and Employment (IRLE) and the Ralph and Goldy Lewis Center for Regional Policy Studies



The Great U-Turn: Inequality America 25 Years Later

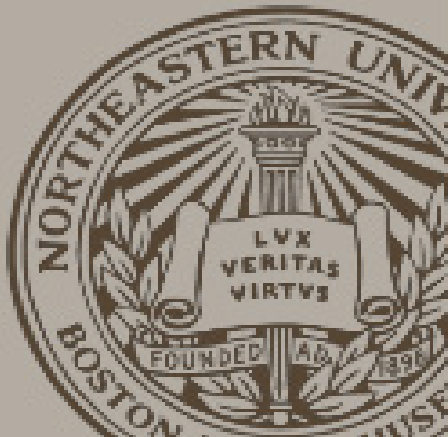
UCLA Luskin School of Public Affairs
February 25, 2014

Barry Bluestone, Director

Dukakis Center for Urban & Regional Policy

Northeastern University
School of Public Policy & Urban Affairs
www.northeastern.edu/dukakiscenter

A “Think and Do” Tank



[Special Events]

Film Screening: The Black Fatherhood Project [July 31, 2013]

The Labor Center hosted The Black Fatherhood Project, directed and produced by Jordan Thierry. The Black Father- hood Project unravels the roots of Black absentee parenting through the telling of his own story, interviews with prominent historians, and dialogue among a diverse selection of dads. The discus- sions include personal experiences, inspirations, and insight on how communities can come together to ensure the power of a father’s love is not lost on America’s Black children.



THE BLACK FATHERHOOD PROJECT

Wednesday, July 31, 2013
6:00 - 8:30 pm

Film Screening followed by discussion with director

UCLA Downtown Labor Center
675 S. Park View Street
Los Angeles, CA 90057


Directed and produced by Jordan Thierry, The Black Fatherhood Project unravels the roots of Black absentee parenting through the telling of his own story, interviews with prominent historians, and dialogue among a diverse selection of dads. After the screening, the director will facilitate discussions on historical events and current social and political circumstances that impact black families, as well as cross racial alliance building to cultivate solidarity between black fathers and other fathers of color in a way that strengthens, empowers and secures the well being of their families.

For more info and to RSVP:
<http://www.irlc.ucla.edu/events/2013/BFP.php>



Working-Class Heroes [November 21, 2013]

At the Working-Class Heroes event on November 21, 2013, the Labor Center and two hundred guests honored Larry Frank, now president of the Los Angeles Trade Technical College, former deputy mayor of Los Angeles under Antonio Villaraigosa, and former staff director of the Labor Center. Los Angeles City Councilmember Gil Cedillo, Los Angeles County Federation of Labor Executive Secretary-Treasurer Maria Elena Durazo, and Liberty Hill Foundation Director Michele Prichard spoke at the event about Larry’s dedication, kindness, and achievements through the years.



Join the **UCLA Labor Center** in celebrating

WORKING-CLASS HEROES

HONORING LARRY FRANK

Larry Frank is one of the leading social change activists of Los Angeles. He served as Deputy Mayor of Los Angeles, as a founder of Jobs with Peace, and is now President of the Los Angeles Trade Technical College.

Thursday, November 21, 2013
Reception 6:00 - 8:00 P.M.
675 S Park View St | Los Angeles CA 90057

The event was sponsored by Southern California Pipe Trades District Council 16 and United Food and Commercial Workers Local 770 and was organized by a thirty-five member host committee made up of labor and community leaders and elected officials.

UCLA Labor Center Banquet: Inspiring the Next 50 Years of Worker Justice [May 15, 2014]

The largest fundraiser of the year, the Labor Center Banquet honored leaders in the labor community while showcasing the important work of the Labor Center projects and celebrating the 2014 Labor and Workplace Studies Minor graduates.



Over five hundred labor and community leaders attended this year's banquet at the Center at Cathedral Plaza in Downtown Los Angeles, to honor two outstanding labor leaders: Mary Kay Henry, president of the Service Employees International Union, the largest and fastest growing union in North America, and Tefere Gebre, executive vice president of the AFL-CIO, who helped transform the Orange County Labor Federation and is now doing the same for the rest of the American labor movement. Also honored was Los Angeles Mayor Eric Garcetti and the 2014 Labor and Workplace graduating seniors, our largest class to date.

Issue Areas



The following sections detail the programs and activities that help the IRLE accomplish its goals of generating information to improve work in California, the US, and the world, building the capacity of workers and their organizations along with policy-makers to improve workplaces and working life, and creating spaces for dialogue between researchers, practitioners, and students around the topic of workplace issues.

Educating for Better Workplaces

Through the programs of the Academic Unit (the Labor and Workplace Studies Minor, the Colloquia Series), the Labor Center projects (LA Black Worker Center, Dream Resource Center, the ReWork project), the LOSH educational trainings, and the HARRT roundtables, IRLE devotes significant resources to connecting research and education through applied research and educational outreach in order to improve working conditions, with a particular focus on the Los Angeles Area.

Labor and Workplace Studies Minor (LBR&WS)

The Labor and Workplace Studies minor, a joint project of the IRLE Academic Unit and the Labor Center, offers UCLA undergraduates an opportunity to learn about contemporary and historical aspects of work and the forces that influence labor markets, employment policies, and social movements seeking greater economic equality. Courses in the minor explore issues of labor market, public policy, employment relations, unions, and working-class movements. Minor curriculum emphasizes the intersection of the classroom, experiential learning, and critical reflection, using traditional instructional strategies along with service learning placements and field research. Through these programs, students learn about labor and employment policies, employee and employer education practices, and institutional structures that impact working people in Los Angeles. With 108 students in 2013-2014, student interest in our program is on the rise. To meet this demand IRLE is in the process of expanding, institutionalizing, and systematizing our curriculum and service learning placement system so that all our students have the opportunity to draw from a varied course schedule and participate in high-quality experiential learning.



Labor and Workplace Studies Students: At a Glance

The Labor and Workplace Studies students come from a variety of majors, encompassing disciplines spread across both the social and natural sciences. In the 2013-2014 academic year, approximately 127 students enrolled into the minor and 49 students graduated with the Labor and Workplace Studies minor in June 2014. During 2013-2014 academic year the minor instituted quarterly professional development events: including a Career Panel and Professional/student mixer, Graduate and Professional School application workshop, and a Career Panel.



Primary Major	Number of Students	Primary Major	Number of Students
African American Studies	1	Latin American Studies	1
American Literature and Culture	1	Microbiology, Immunology and Molecular Genetics	1
Anthropology	2	Molecular, Cell, and Developmental Biology	1
Asian American Studies	2	Neuroscience	1
Chicana/o Studies	37	Philosophy	6
Communication Studies	2	Physiological Science	2
Economics	2	Political Science	21
English	2	Psychology	13
Gender Studies	1	Sociology	10
Geography	1	Spanish	4
Human Biology & Society	1	Spanish, Community and Culture	4
International Development Studies	6	Undeclared	1
Japanese	1	Total Students	127

Labor and Workplace Studies Courses

The following is a list of courses taught by IRLE-affiliated faculty, including Labor Center Project Directors, LOSH Director, guest lecturers, and faculty from the History and Urban Planning departments. An asterisk (*) indicates that the class is offered with a service learning component.

Fall 2013

Gaspar Rivera-Salgado

- Fiat Lux Freshman Seminar: Immigration Debate through Film

Janna Shadduck-Hernandez

- Social Movements and Labor in Los Angeles (Cross listed with Chicana/o Studies)*

Angela Chen/Nancy Guarneros

- Immigrant Rights, Labor & Higher Education (Cross-listed with Chicana/o Studies & Asian American Studies; co-taught with Kent Wong and Abel Valenzuela)*

Kent Wong/Nancy Guarneros

- Asian Americans and the Law (Cross-Listed with Asian American Studies)

Mark Sawyer

- Sociology of Race and Labor (Cross-listed with Afro-American Studies and Sociology)

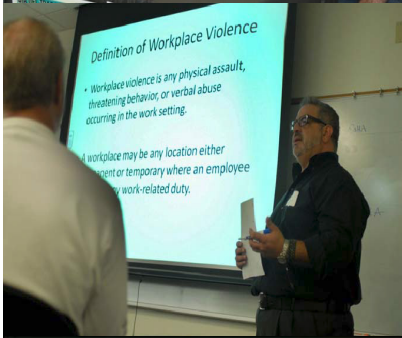
Goetz Wolff

- Labor and Economic Development

Winter 2014

Gaspar Rivera-Salgado

- Applied Research Methods in the Los Angeles Labor Community



Winter 2014 (continued)

Janna Shadduck-Hernandez

- Worker Center Movement: Next Wave Organizing for Justice for Immigrant Workers (Cross listed with Chicana/o Studies, Asian American Studies, & Afro American Studies)*

Kent Wong/Nancy Guarneros

- Research on Immigrant Rights, Labor & Higher Education (Cross-listed with Asian American Studies and Chicana/o Studies)

Spring 2014

Janna Shadduck-Hernandez

- Working Families and Educational Inequalities in Urban Schools*

Kent Wong/Nancy Guarneros

- Research and Student Publication on Immigrant Rights, Labor, and Higher Education

Goetz Wolff

- Southern California Regional Economy (Cross listed with Urban Planning)

Reverend Lawson/Kent Wong

- Nonviolence & Social Movements

Summer 2014

Gaspar Rivera-Salgado

- Labor Summer Research Internship Program [Working L.A.: Young Workers in Global Los Angeles]*

Labor and Workplace Studies: Service Learning



Key courses in the minor blend classroom and field placement experiences, bringing ideas and action into a fruitful dialogue that reinforces student learning. These service-learning opportunities engage students with professionals, community activists, and the public to gain critical perspectives on the minor’s core subjects. Most students participate in 40 hours of community engagement over the course of the quarter (a few, for logistical reasons, may opt for a longer research paper). This fieldwork often culminates in a paper or in-class presentation given by the student.

Labor and Workplace Studies: Service Learning Placements

Dreams Deported/UndocuAlly Staff Training/High School Counselor Conference

Students participated in a service learning /field work project focused on the issue of undocumented students. They engaged in hands-on experience in the areas of leadership development, strategic research and analysis, public education and outreach, media and communications, fundraising, and service learning.



Miguel Contreras Learning Complex (MCLC) - School for Social Justice

Students assisted with communications for the release of a report with the Food Labor Research Center at UC Berkeley about the impact of increasing the minimum wage on consumer food prices, including researching reporters and bloggers and making follow up calls to ensure wide-ranging publicity for the report. Additionally, students assisted with publicizing the first launch of the annual International Food Workers Week in November. Students also participated in a video editing project to promote the work of the alliance.





Poultry Worker Health and Safety

The U.S. Dept. of Agriculture (USDA) has proposed changing poultry inspection processes to give more control to the poultry industry, allowing speed-up of processing lines. These changes could lead to an increase in what is already a high rate of injuries among poultry processing workers. Students will analyze the role and power dynamics of workers, worker advocates, employer and government representatives with respect to a proposed rule that would increase speed of poultry processing.

Sustainable Food Policies and Worker Health

At the national and local levels, worker advocates are integrating workers’ rights to safe working conditions into the agenda of sustainable food organizing, education and policy initiatives. Some examples are: 1) the L.A. Food Policy Council which establishes guidelines for public entities such as LA City and the LAUSD to ensure that sustainable practices are used by the providers of food they purchase, and 2) Restaurant Opportunities Center (ROC) national campaign to raise the minimum wage of restaurant workers and promote “high road” employers and the local LA affiliate’s initiative to improve workplace conditions and accessible health care. Students worked with LA Food Policy Council or ROC LA to support local initiatives to integrate worker health across the food chain into sustainable food policy guidelines.



Maintenance Cooperation Trust Fund - MCTF

Celebrating 15 years as a California statewide watchdog organization working to abolish illegal and unfair business practices in the janitorial industry, MCTF has assisted in the collection of more than \$26 million in unpaid wages for more than 5,000 janitors. Students would be quantifying some cases and developing case studies which would be highlighted in a report commemorating the work of the MCTF.



Service Learning Events

Engaging in contemporary social movements in Los Angeles that embrace the philosophy of nonviolence, students assisted, attended and reflected on their learning and support of two of the following four events:

-Forum on Mass Incarceration and Mass Deportation

-Worker Memorial Day

-May Day

-Immigrant Youth Empowerment Conference





Building Skills Partnership - BSP (2)

Interns coordinated a parent worker and high school student UCLA tour and program. This tour included the UCLA People of Color tour and CPO and student organization presentations. They also tutored janitorial workers during their ESL and commuter literacy courses. Lastly, students coordinated a BSP event at the end of the quarter with workers, students, board members and donors in honor of BSP learners' accomplishments in the program.

UNITE HERE Local 11

UNITE HERE Local 11 has launched Raise LA, a campaign to provide a \$15.37/hour minimum wage to LA hotel workers, which will be the highest minimum wage in the United States. Raise LA also provides critical leverage to thousands of food service and hotel workers who are standing up and organizing with Local 11. Students interned with Local 11 and provided support for the Raise LA Social Media team, conducted corporate research, and conducted outreach and logistics for events in support of the hotel workers Beverly Hills and Santa Monica.



Improving Dreams, Equality, Access and Success (IDEAS) / AB540 Project

Students facilitated workshops and engaged with high school students at Animo South LA Charter High School. Students also worked on the annual Immigrant Youth Empowerment Conference. This grand-scale conference informs over a thousand attendees about undocumented-student issues like the CA Dream Act. Students supported the conference with setup/cleanup, preparing folders and materials, ushering, serving food, presenting workshops, and outreaching to schools they know will benefit from the program.



Ethnographic Neighborhood Research Project

Students developed a faculty-approved ethnography related to working class families, school access and urban schooling issues of a LA specific neighborhood. The ethnographies were directly related to relevant issues highlighted through the course readings and presentations in the class. As part of their research endeavor, students also compiled a field note journal.



Hobart Elementary School

Becoming familiar with assisting a certified teacher in an elementary class setting, students worked with Mr. Hamm in his 3rd -5th grade class at Hobart Elementary School. Students provided Mr. Hamm, a veteran elementary school teacher with a specialization in early childhood development, the following support for his class of special needs children:

- Prepared mini-lessons under the supervision of Mr. Hamm according to the classroom needs.
- Organized age-appropriate activities or workshops in the classroom sharing their experiences as a K-12 student and UCLA student with the elementary school learners.
- Organized a potential outing or activity with the students.



Dreams Deported

Students were involved in the final process of preparing the student publication, Dreams Deported. Project groups completed the final editing, fact checking, collection of art and photos, and layout of publication. Students also began creating a national distribution plan for the book.

Young Workers in Los Angeles Research Project

The Young Workers in Los Angeles research project offers a unique opportunity to engage and integrate young workers and stakeholders to conduct research and publicly promote findings and recommend best practice strategies based on their experiences in the low-wage service sector economy. To design and implement the survey, the UCLA Labor Center partnered with UCLA students from LBR&WS 194A and LBR&WS 195A and a community partner team including the Restaurant Opportunities Center-Los Angeles (ROC-LA), Food Chain Workers Alliance (FWCA), the Youth Policy Initiative, LAANE (Los Angeles Alliance for a New Economy), SEIU 721-Fast Food Workers Campaign, and KIWA (Koreatown Immigrant Workers Alliance). Students in LSRIP were trained to recruit informants and to administer the survey in English and Spanish to over 200 young workers throughout Los Angeles. At the end of the course, students presented their findings and analysis of the surveys they conducted with young workers in the retail, grocery, fast-food and restaurant industries.

Community Scholars

The Community Scholars Program is a joint initiative of UCLA’s Department of Urban Planning and the Center for Labor Research and Education that recognizes the important role that community and labor leaders play in shaping community development policy in Los Angeles. The 2013-14 project involves Envisioning a Greener LA: Environmental and Sustainability for Boyle Heights, Pacoima, and Wilmington. Combining the research skills of 20 second-year UCLA Urban Planning graduate students with the community knowledge of 20 social justice leaders from L.A. organizations, resulted in a report proposing solutions for the environmental justice challenges faced by the areas.



ENVISIONING A GREENER LA:
Environmental and Economic Sustainability
for Boyle Heights, Pacoima & Wilmington

PROPOSED GREEN ZONE COMMUNITIES



Community Scholars 2014 has focused on exploring the potential for “green” economic and job revitalization strategies in three of Los Angeles’ most disadvantaged and “toxic hot spot” communities—Boyle Heights, Pacoima and Wilmington. Students and scholars have developed community-specific and city-wide policy recommendations to facilitate the City, in coordination with community-based organizations, worker organizations and other stakeholders, in carrying them forward.

Educational Internship Programs

The importance of community work and hands-on experience is reflected in the internship and career development opportunities available to students. Labor Minor students are immersed in the diverse cultures and rich labor movement of Los Angeles. Many Labor Minor graduates continue this work with successful careers in labor and community organizations.

Student Leadership Academy (SLA)

The Student Leadership Academy is a full-time, paid internship program that focuses on leadership development, training and preparing students for a career in social justice. The program is open to recent graduates from all over the United States, who are selected via an application process for their experience and commitment to social justice. During the 8-week program, students work full-time on active labor union campaigns around Southern California. The Student Leadership Academy includes an intensive, two-day training and orientation conducted by IRLE staff and community leaders. Students learn and practice basic organizing techniques, discuss the challenges of working in the labor movement and build a support network of young activists.



The 2013 Student Leadership Academy placed 27 students in five unions, including United Nurses Association of California, Committee of Interns and Residents, Service Employees International Union-United Long Term Care Workers (SEIU-ULTCW), Service Employees International Union-United Service Workers West (SEIU-USWW), and the Directors Guild of America .

City-Wide Recommendations:

1- Funding and Cal Enviro Screen—effectively compete for Green House Gas Reduction Funds to implement energy efficiency, waste reduction, cool roofs, Urban greening, etc

2- Anti-Displacement—develop and implement policies to protect the integrity of communities of major projects supported by Greenhouse Gas Reduction Funds

3- Buffer Zones—develop land use and zoning policies to separate and buffer residential communities and sensitive receptors

Community Recommendations:

1- Industrial

2- Public Space

3- Business and Residential

[Click here to view the project](#)

Labor Summer Research Internship Program (LSRIP)

The Labor Summer Research Internship Program offers a dual learning experience for students over the summer. Students enroll in a classroom-based summer session course taught by IRLE staff where they learn about the Los Angeles labor movement and skills for research. Through this course, they are placed in a 15 hour per week, unpaid internship at a community organization or labor union where they are able to have hands-on experience in a research role. LSRIP gives students the opportunity to work in a supervised setting in a community agency or labor union and experience direct engagement in social justice issues.



Twelve students participated in the 2013 Summer Internship Program and were placed within five different internship sites around Los Angeles. Host organizations included the Black Worker Center Research Projects, Garment Worker Center, and the Carswash Owner/Employee Survey.

Occupational Health Internship Program (OHIP)

For the past nine years, LOSH has collaborated with the Association of Occupational and Environmental Clinics to recruit students into the field of occupational health through a national initiative, the Occupational Health Internship Program (OHIP). The purpose of OHIP is to provide an experiential learning process: students learn about the field of occupational health and safety from the perspective of workers. OHIP assigns students with unions, worker centers, and community-based organizations. This provides an opportunity to learn directly from those with most at stake; the workers. The skills and interests of the interns are linked with the needs of workers' health and safety concerns.

The internship includes a three-day orientation where interns receive a general overview of occupational safety and health through a number of interactive educational sessions and activities including worksite tours to an industrial laundry facility, an apparel manufacturing plant, and a construction site; listening to a panel of injured workers; and discussing research strategies around OSH and related topics.



In summer 2013, LOSH recruited six OHIP interns to work on three targeted projects:

- Two students worked with SEIU 121RN to investigate incidents of workplace violence and assaults among healthcare workers.
- Two students worked with UNITE HERE International to investigate interventions to prevent musculoskeletal disorders among hotel housekeepers.
- Two students worked with the Southside Coalition of Community Health Centers to document the work and health experiences of patients at community health centers in South Los Angeles.



Youth Worker Leadership Academy

- January 30, 31 and February 1, 2014, LOSH co-facilitated the annual Young Worker Leadership Academy, in partnership with the UC Berkeley Labor Occupational Health Program (LOHP). Three teams from Los Angeles participated. Young worker teams learned their basic workers’ rights and are expected to turn in a completed project focused on raising awareness around injuries/illnesses inside their campus or in their community.

CLEAN Carwash Campaign

The CLEAN Campaign is a community/labor/environmental partnership dedicated to raising working standards in the carwash industry and ensuring that carwasheros who want to are able to collectively bargain without fear of retaliation. Students contributed to an analysis of and recommendations for CLEAN’s health and safety programs and to supporting the Car Wash Health and Safety Committee.



Individual Field Research Projects

One student investigated potential hazards in the telecommunications industry and management and labor’s role in creating health and safety programs and policies. Another student reviewed proposed Cal/OSHA standards and interviewed SEIU 121 RN health and safety representative to determine current status and whether additional research on workplace

Community Health Centers – St. John’s Network

Lacking the capacity to recognize work-related injuries and illnesses among their patients or to provide appropriate treatment, advice, or referrals, community clinics have created collaborations that link community-based care providers, university programs, and worker advocates to address concerns in a more comprehensive way. The goal of this project was to assist in the development of a comprehensive occupational health program for low-wage workers through St. John’s Well Child and Family Center, one of the largest community health centers serving Central and South Los Angeles. Students supported this initiative specifically by helping to build relationships between St. John’s and local worker centers and advocacy organizations.



Ergonomics Standard

A decades-long struggle by worker advocates and occupational health professionals led to an ergonomics standard in 2000 during the final days of the Clinton administration. Within a year, the new Bush administration had signed a congressional resolution to repeal the standard. This history has important implications for public policy efforts but has not been documented by the people directly involved. Students supported the documentation of the history of the struggle for an ergonomics standard for publication in “New Solutions, A Journal of Environmental and Occupational Health Policy”.



Temp Workers

Employers’ use of temp staffing agencies to hire workers is an increasingly common practice across a range of industries. Worker advocates, health and legal professionals are collaborating on education/organizing, research and policy initiatives to confront the hazards to workers’ health in precarious employment structures. Students will highlight the precarious nature of temp work through documentation and analysis of a specific case in the Los Angeles area; specifically a worker employed at a shipping company which employs temp workers who was recently hospitalized due to a conveyor-related injury.

2014 International Workers Memorial Week of Action:
MONDAY, April 28 - THURSDAY, May 1st

**MONDAY
APRIL 28 - 10AM:**
Press Conference
Los Angeles City Hall
200 North Spring St.

**THURSDAY
MAY 1
10AM:**
International
Workers &
Immigrant
Rights
MARCH!
Downtown
Los Angeles
(Cesar Chavez
& Broadway)

**TUESDAY
APRIL 29 &
WEDNESDAY
APRIL 30:**
Southern
California
Regional Actions

Listing supporters:
- St. John's Well
Child & Family
Center
- LAANE
- CLEAN Carwash
Campaign
- NCLON
- USW 675
- LA County
Federation
- LA New May Day
Coalition

SO CAL COSH

For more
information contact
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SoCalCOSH
Coordinator
213-346-3286
socialcoshcoordinator@gmail.com

In loving
memory of
Cesar Augusto
Valenzuela
and all other
fallen workers.
Rest in Power!

Workers Memorial Week of Action

Each year, Workers Memorial Day events are held across the country to remember workers who’ve died on the job and to highlight the need for stronger worker protections. Activities in the Los Angeles area bring together workers and worker advocates. Students helped commemorate workers who have died on the job and promoted awareness, education, organizing and public policies to improve workplace health and safety conditions. Students worked on this year’s activities to highlight the relationship between workers’ rights and immigrants’ rights.

LOSH Educational Projects

The Labor Occupational Safety and Health Program utilizes established partnerships with local and international labor unions, community groups, schools, local and state government agencies, academia, small businesses, and community health providers to develop and run multi-lingual training and education programs. In order to maximize impact with the resources available, LOSH emphasizes a “train-the-trainer” approach, preparing workers to return to their workplaces to take leadership roles in health and safety efforts.



Minority Worker Training Program

The goal of the Western Region University Consortium (WRUC)'s Minority Worker Training Program is to train individuals for jobs in the environmental field and construction industry with a focus on recruiting from underserved urban communities disproportionately affected by environmental exposures. Students receive a wide range of training to prepare them for entry-level jobs in environmental remediation, hazardous waste operations, and construction. WRUC trained 68 students in four cohorts for a total of 41 courses and 13,666 contact hours under our Minority Worker Training Program.



Health And Safety Training

UCLA-LOSH trainers taught five three-day courses to various community-based organizations such as:

- Latino Health Access in Santa Ana, CA, on August 6, 13, 27 and September 30, 2013 in Spanish for 26 Health Promoter graduates.
- Worker Center Employee Rights Center in San Diego, CA, on October 17-19, 2013 in English for 13 health and safety committee members and taxi driver organizer graduates.
- Esperanza Community Housing in Los Angeles, CA, on November 4-6, 2013 in Spanish for 24 Health Promoter graduates.
- Institute of Popular Education in Southern California in Los Angeles, CA, on January March 17, 18, 24, 25, 2014 in Spanish for 20 Health Promoter graduates.
- Work Source Center clients through the Minority Worker Training Program September 17-19, 2013 in English for 14 unemployed worker graduates.



Training Workers For Confined Space Entry

UCLA-LOSH developed an 8-hour course on confined space safety procedures and regulations. LOSH staff initiated the program in November 2013, training plumbers, electricians, maintenance staff, and health & safety personnel at the Los Angeles County/USC Medical Center. Training consisted of classroom presentation and hands-on activities followed by a simulation exercise in a confined space at the hospital. After monitoring the atmosphere in the space to test for hazardous materials and to measure oxygen levels, each participant entered the space using supplied air breathing equipment with escape bottles, a full body safety harness, ventilation system and other safety equipment. Participants worked in pairs, with the entry person descending on a tripod and the attendant monitoring the atmosphere and operating the tripod from outside. Through hands-on practice, course participants learned the importance of preparedness and precautions and will use information in the course to enhance their confined space program.

Improving Worker Health: Social Movements, Policy Debates, and Public Health

Each year, LOSH Director Linda Delp teaches a course on “Improving Worker Health: Social Movements, Policy Debates, and Public Health” through the Department of Community Health Sciences in the UCLA School of Public Health. The course is cross listed in the Department of Environmental Health Sciences and the Labor and Workplace Studies Minor and is open to both graduate and undergraduate students. In Spring 2014, a total of 21 students completed the course.

A team of students in the course, under the direction of Linda Delp, researched the history of the struggle for an OSHA ergonomics standard through oral history interviews. Results will be published as an article, “A Legacy of Struggle: The OSHA Ergonomics Standard and Beyond” in a special fall 2014 issue of the journal *New Solutions, A Journal of Occupational and Environmental Health Policy*, dedicated to the history of occupational health.



Awareness Sessions

The UCLA LOSH program trains approximately 2,000 workers per year in bilingual courses. LOSH makes a special effort to reach immigrant workers using innovative, community-based approaches built on partnerships and on the use of familiar community settings and participatory formats. These one- to four-hour interactive awareness sessions:

- Emphasize training for vulnerable and non-English speaking workers
- Engage workers through participatory activities and use of visual tools
- Motivate workers to participate and take on leadership roles
- Introduce the basics of workplace injury and illness prevention and the rights and responsibilities of workers and employers
- Target the specific needs of the worker population
- Build the capacity of community-based organizations to address workplace health and safety issues



[HARRT]

This past year HAART introduced a new program that created an additional level of membership called the HARRT Associates Program. Each corporate member was invited to nominate a high potential employee from their human resources team to participate in a new customized program that was designed for their individual and professional development.

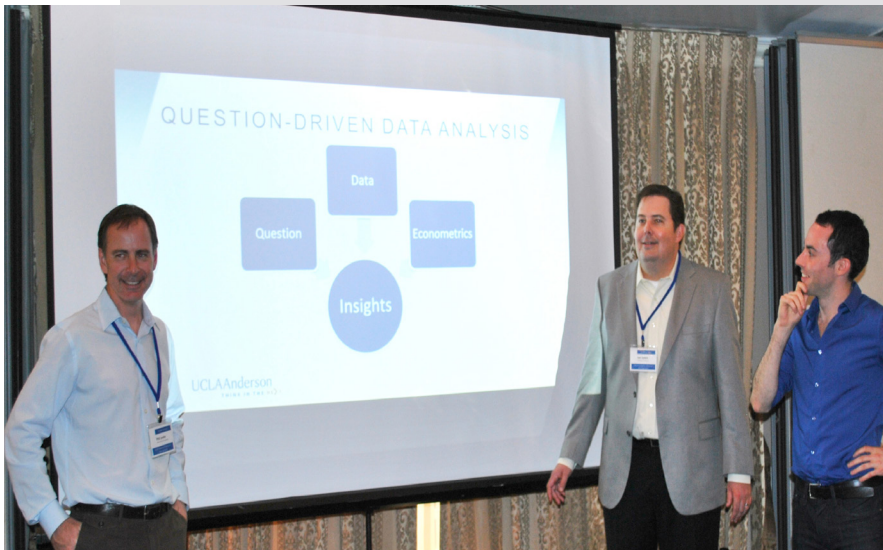
The introduction of this program is a milestone for HARRT in that this new level of membership continues to promote the advancement of human resources through an expanded partnership with practitioners, academics and thought leaders. Additionally, to strengthen the connection between the human resources community and key academic affiliates, HARRT reached out to faculty from specific California universities to develop an online expertise guide that has been published on the HARRT website for members to access for ongoing academic research and faculty advisement.

HARRT Roundtables

HARRT Roundtables brings together senior HR executives with academics to engage in diverse and current dialogue on contemporary HR issues.

Motivation and Unethical Behavior [September 25, 2013]

Scott Wiltermuth | Assistant Professor of Management and Organizations and Psychology, University of Southern California



Big Data: HR Analytics [March 5, 2014]

Phillip Leslie | Associate Professor of Strategy at the Anderson School
Ian Larkin | Visiting Professor of Business Administration at Harvard Business School and at the Anderson School
Rob Witoff | Data Scientist at NASA Jet Propulsion Laboratory

WOSHTEP

Preventing Workplace Injuries and Illnesses: Awareness Session

8

WHAT HAZARDS MAY BE PRESENT IN YOUR WORKPLACE?

Some working conditions can cause immediate injuries. Examples include:

- Hot surfaces, hot oil or grease
- Slippery or uneven floors
- Unsafe ladders or lack of training for their proper use
- Working at heights
- Working too quickly
- Unguarded machines
- Knives and other sharp objects
- Electrical equipment or wire that is defective or in contact with water
- Lack of fire exits or blocked fire exits
- Cluttered work areas
- Poorly designed tools
- Heavy lifting
- Inadequate lighting
- Vehicles (cars, tractors, forklifts, etc.)
- Working in a confined space (any area that is difficult to get in or out of)
- Unshored trenches that can cave in
- Unidentified utility gas and fuel lines that may explode if punctured
- Chemicals that can cause a fire or explosion
- Workplace violence (assaults, threats, verbal abuse, robberies)



Date	Location	Number of Participants	Focus
December 4, 2013	Orange County Asian and Pacific Islander Community Alliance	12 speakers	Health and safety awareness
December 6, 2013	Garment Worker Center	30 Spanish/English/Bangla Speakers	L.A. based garment workers with representation by Bangladeshi Union leadership
February 28, 2014	Mexican Consulate	60 Spanish-speakers	Workers' rights under Cal/OSHA and heat illness prevention

The Psychology of Savings and The Dynamics of Corporate Decision Making [May 14, 2014]

Craig Fox | Ho-Su Wu Term Chair in Management at the Anderson School, Dept. of Psychology & Geffen School of Medicine Co-Chair, UCLA Behavioral Decision Making Research Group

Shlomo Benartzi | Professor and Co-Chair of the Behavioral Decision Making Group at the Anderson School



Bringing Marketing Strategies to HR: Tools for Building Employee Engagement [May 28, 2014]

Suzanne Shu | Assistant Professor, Marketing at the Anderson School

The Conference Board



HARRT Annual Retreat

Each year, the Human Resources Roundtable produces a three day retreat, giving HARRT members an in-depth look at contemporary HR issues. The HARRT Retreat features talks from UCLA faculty, scholars and practicing HR executives. (see pg. 26)

Black Worker Center

Founded in 2011, the Los Angeles Black Worker Center (BWC) works to increase access to quality jobs, reduce employment discrimination, and improve industries that employ Black workers. The BWC provides leadership development trainings focused on improving access for young black workers interested in jobs in the



construction industry and works to advocate for better public policies and corporate practices for workers in Los Angeles. The LA BWC engaged in three critical projects in 2013-2014 including hosting the first Los Angeles Black Workers Congress; developed and tested a Community Monitoring tool that allows residents to evaluate workforce composition of publically funded construction sites in local communities to ensure a representative, diverse and equitable workforce; and implemented a social justice workforce development collaborative to launch a specialized job readiness project for high road employers.

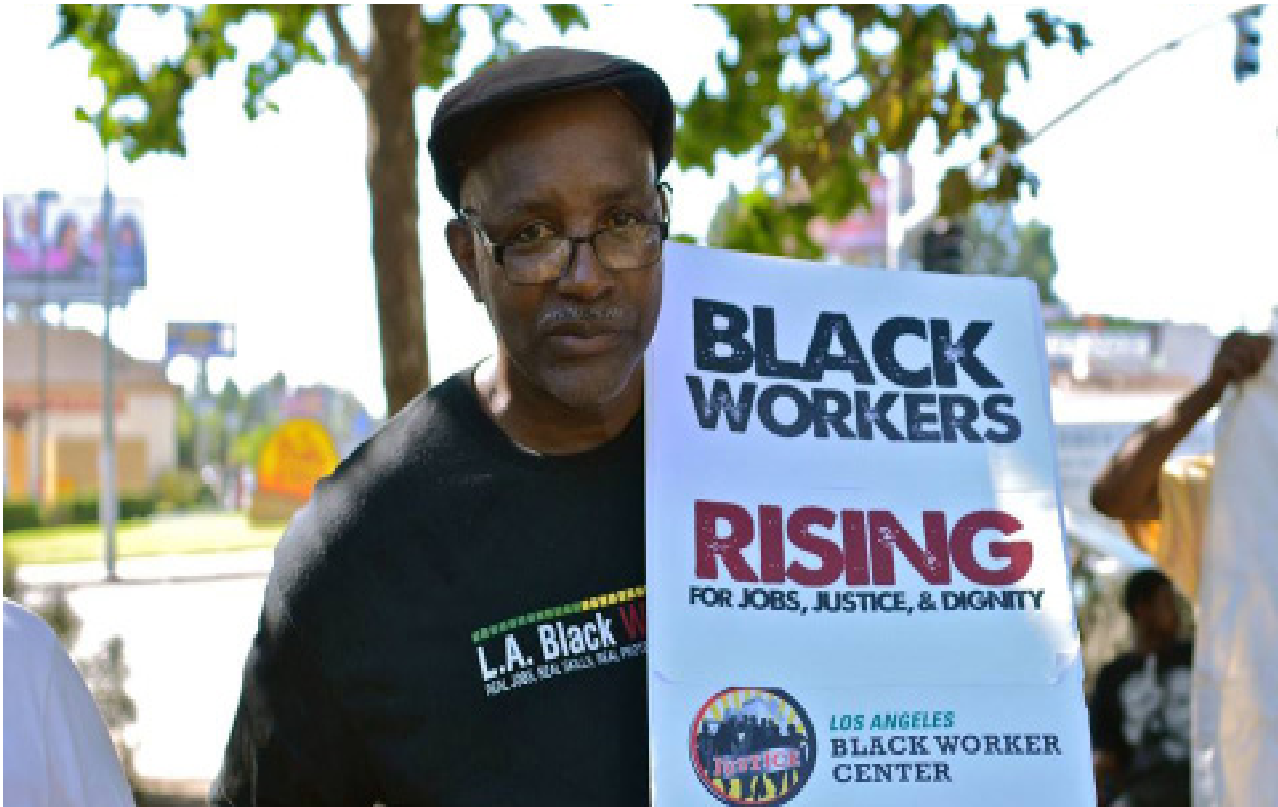
The LA BWC project works with a core group of students to meet its program goals. Students fill a variety of critical roles to advance the community-based education, leadership development, research and civic engagement aims of the LA BWC project. Students engaging in the LA BWC represent a cross-section of intercollegiate consortium that builds inter university relationship and deep community-based investments.



LA Workers Congress [September 6-7, 2013]

On September 6 and 7, 2013, more than 300 Black workers met with prominent labor and community leaders at the LA BWC’s first Workers Congress, a weekend of events designed to inspire a civil rights movement and move solutions to the Black jobs crisis forward. The Congress was the culmination of months of work of the Black Labor Leader’s Academy and the Worker Justice University to organize a gathering for our base.

The first day included panels and speakers themed around “Uplifting L.A.: Black Workers Rising for Justice, Jobs and Dignity.” Speakers included Arlene Holt-Baker from the AFL-CIO, Maria Elena Durazo from the LA County Federation of Labor, Connie Leyva from the California Labor Federation, and Steven Pitts from UC Berkeley’s Labor Center.



LA Workers Congress [September 6-7, 2013] (cont.)

The second day was a “Ready to Work” rally in Leimert Park Village in Crenshaw. The day also featured a Black Worker Resource Fair, a Community Health Fair, a Construction Worker Registry, and various cultural performances.

The congress coincided with the AFL-CIO’s national convention, where union leaders discussed how to better organize workers at a time when organized labor is at its weakest in decades, despite high levels of support for unions among Americans, especially African Americans and young adults are amongst the highest unemployed, underemployed in the country. The congress drew many prominent elected officials, and community and labor leaders, including Mayor Garcetti’s South Los Angeles Deputy, Los Angeles City Public Works Commissioner Mike Davis, LA County Supervisor Mark Ridley-Thomas, LA City Council President Herb Wesson, California State Senator Holly Mitchell’s chief of staff, and the national board of the Coalition of Black Trade Unionists, among many others. As part of the Congress, the LA BWC project produced a comprehensive data-drive infographic as a visual representation of the complex history, social barriers, and legal challenges of Black workers in the construction industry. This info-graphic visually describes the human experience and offers solutions for change. The six-fold infographic is a tool for policy makers and community leaders and a means to debunk false claims about Black employment and create more equitable access and retention for underrepresented populations in the public construction sector.



Community Monitoring Toolkit and Report

With the help of the Wally Marks Research Award Liberty Hill, the LA BWC in partnership with University of Southern California Annenberg School of Communication and the UCLA Labor Center developed “Guidelines on Community Monitoring Toolkit.” This six-month collaborative research project documented and tested specialized step-by-step tool for community stakeholders to evaluate and monitor public and engage directly in public construction projects in their community. The focus of the research is meant to ensure the compliance of workforce diversity, equal opportunity, targeted hire goals, labor, health and safety within the Metro’s \$2.4 billion Crenshaw/LAX Rail Construction Project. Community compliance monitoring begins with the involvement of the Black Worker Center Project and community members who are empowered to participate in the research process that tracks the contractors and subcontractors’ compliance with the Project Labor Agreement (PLA) requirements, and extends to the fair hiring opportunities of construction workers for the Black community in Los Angeles.



LA BWC Ready to Work Social Justice Readiness Initiative

The LA BWC project also successfully worked with community partners to develop a Ready to Work: Social Justice Job Readiness program. The LA BWC project has been receiving an increasing number of inquiries from employers and job developers in various industries who are seeking to hire underrepresented workers such as Black workers. In May 2014, the LA BWC launched an Employment Readiness Program to develop and identify politically conscious Black workers who are “Ready to Work” and can be referred to these quality employment opportunities.



Conferences and Workshops

The Black Worker Center conducts key policy research and builds multi sector coalitions to lead the fight for quality jobs. The center promotes economic and racial justice for all of Los Angeles by developing policies and corporate practices that perpetuate equality in the labor market.

Meeting the Moment: Exciting Innovations in Black Worker Organizing [October 11, 2013]

Lola Smallwood-Cuevas participated as a panelist in The State of the Black Worker in America Conference in Georgetown University. This conference covered the history of black workers and their organizing efforts; the current state and vision of black leadership within unions; innovative and cutting edge black led organizing going on across the country; and, a gender-based analysis of black organizing.

Looking to the future: Winning Strategies in Alt-labor Organizing [January 18, 2014]

Lola Smallwood-Cuevas was a panelist during a workshop presented at the AFL-CIO Civil and Human Rights Conference in San Antonio, Texas. The workshop covered topics from Working America’s “Anyone Can Join” membership to the Walmart Black Friday strikes and discussed how working people around the



Labor Education: The Next Generation [March 27 2014]

Lanita Morris participated as a panelist in the United Association for Labor Education 2014 conference. This panel included creative ways that labor education is building unions, strengthening labor and community partnerships, and developing worker leadership for power.

Improving Low Wage Work

UCLA IRLE initiatives aimed at improving low-wage work serve a broad range of Californians and include important research that puts it at the cutting edge of making bad jobs better. Recent research includes ground-breaking new surveys and field research and compilations and syntheses of the state of knowledge. Below detail the highlights of the IRLE and its units’ activities that focus on improving work for those in the low wage sector.

LOSH Outreach and Applied Research

Multi-Grantee Study of HAZWOPER Training from the Employer’s Perspective

On behalf of the Western Region Universities Consortium (WRUC), LOSH collaborated with three other NIEHS Worker Education and Training Program grantees—the New England Consortium, the Midwest Consortium, and the New Jersey/New York Consortium—to carry out a multi-year cross-grantee evaluation of our training programs. LOSH led the planning and implementation of the study; staff and evaluation consultants from each consortium also participated in the project. The survey was sent to 325 individuals. A total of 109 responses were included in the final survey analysis. Preliminary results of the survey were presented at the NIEHS Worker Education and Training Program Evaluation Workshop in October 2012 and at the annual meeting of the American Public Health Association in November 2012. Final results were compiled into a report for NIEHS in September 2013, and a manuscript based on the research was submitted to the American Journal of Industrial Medicine in May 2014 for review.



Injury Experiences and Underreporting among Workers in the Low-Wage Labor Market

This project examines the scope and dynamics of work-related injury and underreporting among workers in the low-wage labor market. Drawing on a landmark 2008 study of employment and labor law violations among nearly 4,300 workers in Los Angeles, New York, and Chicago, the study estimates the prevalence of work-related injury in the low-wage labor market, considers various reasons for injury non-reporting, and analyzes factors that support or undermine access to workers’ compensation. The findings will be summarized as a report and developed into a factsheet for dissemination to low-wage worker advocates in each of the three study cities to support local efforts to improve access to workers’ compensation and other resources among workers in the low-wage labor market.



Healthcare Organization to Pilot Capture Patient Industry and Occupation Data in Electronic Health Records

LOSH serves as a subcontractor on a NIOSH pilot project with St. John’s Well Child and Family Center to pilot the collection of patients’ industry and occupation and the capture of those data in their electronic health records system. Under the subcontract, LOSH assists in the development of staff training at St. John’s, follow-up with staff collecting the data to identify any difficulties or points of confusion, serve as a liaison with NIOSH representatives, and participate on monthly project phone calls at needed.



American Public Health Association

UCLA-LOSH programs to improve health and safety working conditions were recognized at this fall’s annual conference of the American Public Health Association in Boston. LOSH Director, Linda Delp presented on “Engaging workers in the government regulatory arena: A collaborative model for worker health.” Her presentation described UCLA-LOSH’s efforts to bring together worker advocates from labor unions, worker centers, and other community organizations in Southern California to confront violations of workplace health and safety standards among workers in low-wage jobs, ranging from car wash to warehouse and recycling workers.

WOSHTEP

The Worker Occupational Safety and Health Training and Education Program is a statewide effort aimed at reducing job-related injuries and illnesses among California workers with a focus on vulnerable worker populations. WOSHTEP offers a 24-hour basic health and safety training course and shorter awareness sessions for frontline workers in high hazard industries or occupations; small business resources; young worker health and safety leadership programs; and resource centers that offer technical support to program participants. All training is offered in Spanish and English. WOSHTEP staff is made up of a bilingual administrative assistant, coordinator/bilingual trainer, trainer and associate director/bilingual trainer. WOSHTEP has been able to count on the invaluable work of Community Outreach trainers connecting the university to key community organizations (i.e. consulates, worker centers, etc.).

Advisory Board Updates

Annual meeting with advisory board made up of statewide labor and management representatives. LOSH Director Linda Delp and WOSHTEP Coordinator Fernando Tapia both facilitated part of the meeting and presented on the benefits of a Community Outreach and Education plan.

WOSHTEP Components:

Community Outreach and Education is focused on shorter “awareness” sessions to targeted underserved groups – those employed in industries on the high hazard list; those with numerous injuries and illnesses; Spanish-speaking recent immigrant workers; youth; and other underserved groups.

Safe Jobs Save Lives! Health and Safety Conference

July 2014, 250 representatives of labor unions, worker centers, government agencies, and community-based organizations from throughout Southern California participated in the Save Jobs Save Lives! Worker Health and Safety Conference. The conference took place at Los Angeles Trade-Technical College and was co-sponsored by UCLA-LOSH, SoCalCOSH, and the LA County Federation of Labor. Participants came from as far as Orange County, the Inland Empire, and San Diego to attend the event.

The goal of the conference was to bring together individuals and groups with a common mission — protecting worker safety and health, to learn from each other, find opportunities for collaboration and support, and create action plans.



SAFE JOBS SAVE LIVES!
Southern California Worker Health & Safety Conference
Friday, July 25th, 2014
9:30am–3:00pm

Join us for another exciting conference on how workplace health and safety can be a tool to strengthen our movement!

LA Trade Technical College
400 West Washington Blvd.
Los Angeles, CA. 90015
Free Parking in Olive Street Parking Lot
(Olive St. at Washington Blvd.)

Click Here to Register Now as space is limited! <http://bit.ly/safejobs-registration>

Lunch and light breakfast will be provided. Spanish translation will be provided in select workshops.

For additional information, please contact Marlene Montañez at mmontanez@launionafficio.org or 213-381-2481



NIEHS Disaster Research Response And Technical Workshop

In April 2014, NIEHS hosted two meetings in Los Angeles in which LOSH played key organizing and facilitation roles. On April 7, NIEHS sponsored a Disaster Research Response Tabletop Exercise at the Ports of LA/Long Beach. In advance of the exercise, LOSH collaborated with NIEHS staff and Core Center grantees at USC to organize a tour of the ports complex and fenceline communities near large oil refinery facilities in the South Bay. LOSH invited labor and community representatives to speak at each stop along the tour and to participate in the subsequent tabletop exercise. LOSH staff also participated in conference calls to plan the disaster response scenario that formed the basis of the tabletop exercise, and LOSH Environmental Worker Training Program Director Bill Hatch served as a speaker during the event.



On April 8, LOSH co-sponsored an NIEHS technical workshop on Chemical Facility Safety in an Era of Climate Change: Training for Worker Participation and Community Engagement at the Westin Airport Hotel in Los Angeles. LOSH staff helped NIEHS organize workshop panels and invited local speakers to participate. LOSH Director Linda Delp provided a welcome and introduction during the workshop, and LOSH Industrial Hygienist Katy McNamara moderated a panel discussion focused on as case study of the Richmond Chevron Fire in August 2013.

[IRLE Projects]

Improving Informal Employment in the US: Lessons From Global Comparisons

Nonstandard and informal work have expanded rapidly in the United States, especially in the years since the Great Recession. While the 1930s New Deal created a framework of rules and representation for standard, formal jobs, we need to invent a new framework that can help assure labor standards and worker voice in informal work. The Experiences Organizing Informal Workers project, described in more detail in the Global Flows and Networks section, takes on these questions, and has included important lessons for analysis, policy, and strategy to improve informal employment in the United States.

Uneasy Alliances: Unions and informal Worker Organizing in the US and Mexico

In this project, US and Mexican researchers led by Chris Tilly at UCLA IRLE and Enrique de la Garza at the Universidad Autónoma Metropolitana-Iztapalapa compared US day laborer organizing with Mexican street vendor organizing to understand how informal workers operating in public space build alliances to defend their livelihoods. Fieldwork was mostly brought to completion in 2013-14, building on two encounters between organized workers from the two countries in early 2013, and research publications are underway.

Collaborative International Comparative Research For Making Informal Worker Voice
More Effective In Improving Job Quality

UCLA IRLE researchers collaborated with leaders of the US-based United Workers Congress, National Day Labor Organizing Network, and National Domestic Workers Alliance, as well as the International Domestic Workers Federation to compare organizing approaches around the world in domestic work and informal construction so that US and other organizations can learn from best practices and alternative approaches. This year of work focused on network-building and on doing basic documentation of domestic worker organizing in Africa and Asia, and informal construction worker organizing in Latin America. Outputs during 2013-14 included key documentation of the International Domestic Workers Federation founding congress in Montevideo, Uruguay, an IDWF workshop on organization-building in Jakarta, Indonesia, and construction unions active in organizing informal construction workers in El Salvador and Guatemala.

Race, Labor, and the Law

Current events constantly remind us that despite claims of a “post-racial society,” race still matters greatly in the United State. This UCLA IRLE conference convened a broad-ranging exploration of racial and ethnic inequalities and barriers in the workplace, the law and policy legacies that perpetuate these inequalities, and ideas for how to break them down. Over thirty experts from across the country shared their ideas and research findings and engaged in two days of stimulating dialogue on these topics. More information on the event, including a full program, can be found [here](#).

Making retail jobs better: US and global lessons

US retail jobs are notoriously bad, with Walmart a symbol for worker exploitation. “Global Retail Landscapes,” described in more detail in the Global Flows and Networks section, combines in-depth US research with insights from other countries around the world to analyze what makes retail jobs bad or good, and what can be done to make them better in the United States and elsewhere. This has generated a stream of research publications including work on retail in the US and comparisons of US retail jobs with similar jobs in Europe. In 2013-14, we expanded the comparative lessons to include Mexico with the publication of ““So Far from God, so Close to the United States’, and Yet...: Unexpected differences in modern retail jobs between Mexico and the United States” by Françoise Carré and Chris Tilly, digging into issues like why part-time work is common in retail in the United States but uncommon in Mexico, and why there is so much earnings inequality within retail stores in Mexico compared to the United States.

Job Quality, Social Inequality, and Worker Voice

With inequality rising in the United States and the main institution for worker voice, unions, badly battered by the last several decades, new research is needed to give us the tools to reverse these trends. UCLA IRLE research tackled these issues from micro to macro scales. 2013-14 publications in this vein include:

- Patrick Adler, Chris Tilly, & Ben Zipperer. The state of the unions in 2013: A profile of union membership in Los Angeles, California and the nation. UCLA Institute for Research on Labor and Employment (2013).
- Marie Kennedy, Chris Tilly(Eds.). “Community and Labor: Synergies, Frictions, and Innovations”, special issue of *Progressive Planning* 197 (2013)
- Taner Osman, Brief 17, “Why Income Inequality Matters for Growth”, May 2014
- Hina Sheikh, Brief 18, “Career Ladders in Health Care Support Occupations”, July 2014

Job Quality, Social Inequality, and Worker Voice (cont'd)

2013-14 publications in this vein include:

- Tilly, "Trade unions, inequality, and democracy in the US and Mexico." *Rethinking Development and Inequality*, 2, 68-83 (2013)"
- Chris Tilly, Rina Agarwala, Sarah Mosoetsa, Pun Ngai, Carlos Salas, & Hina Sheikh. *Informal Worker Organizing as a Strategy for Improving Subcontracted Work in the Textile and Apparel Industries of Brazil, South Africa, India and China*. Washington, DC: US Department of Labor, International Labor Affairs Bureau (2013).
- Daniel J.B. Mitchell (Ed.), Lauren Appelbaum & Juliet Huang. "Economic and production impacts of the 2009 California film and television tax credit." *California Policy Options*. Los Angeles: Lewis Center, Luskin School for Public Affairs (2013).
- Françoise Carré & Chris Tilly. "So Far from God, so Close to the United States; and Yet...: Unexpected differences in modern retail jobs between Mexico and the United States." *Interventions Économiques*, 47(2013).



ReWork Project

Garment workers, restaurant workers, domestic workers and day laborers do the essential work that makes this country run. ReWork Institute for Worker Justice believes that the future of the US economy depends on safe, dignified, quality jobs for its most vulnerable workers. The ReWork Project includes the wage theft coalitions and worker center and workforce development initiatives, including work with the California Domestic Workers Coalition.

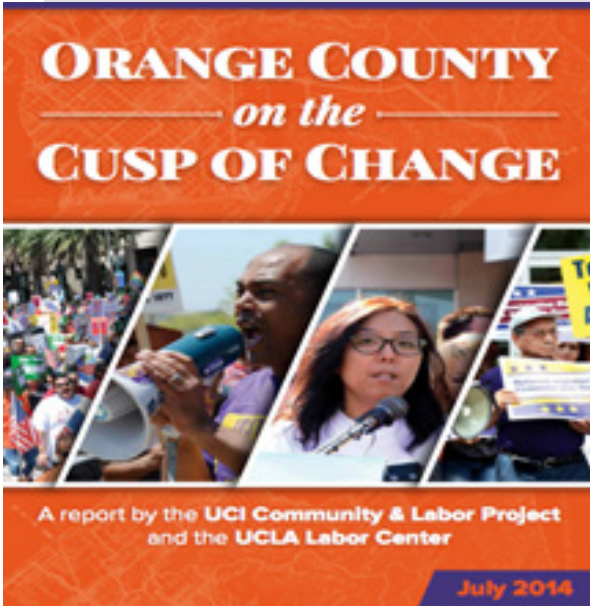
Exploring Targeted Hire: An Assessment of Best Practices in the Construction Industry

Public agencies around the country are increasingly adopting targeted hire tools to leverage their investment in construction into good jobs for low-income workers, women, and people of color. The UCLA Labor Center ReWork team conducted a comparative study of targeted hire initiatives, examining the different policy options available and documenting the opportunities, challenges, and best practices of targeted hire programs in construction. UCLA Law students provided key legal research support, and undergraduate students from the Labor and Workplace Studies minor transcribed and coded stakeholder interviews central to our analysis. In April 2014 ReWork staff presented the research findings of this report which is currently informing the City of Seattle's efforts to develop a targeted hire policy for the city.



Orange Country on the Cusp of Change

The recently published report “Orange County on the Cusp of Change” aims to understand the key challenges residents of today’s Orange County face. Once a rural, agricultural region, Orange County has become a vibrant, diverse metropolitan area. Yet a dominant narrative of wealth and affluence in the county obscures the existing inequality, which varies from city to city and leads to economic and social disparities among residents. The research is primarily comprised of secondary data including academic research, policy reports, indicator studies,



newspaper articles, and government and voting data. Through the research process, community and labor organizations recognized the need for institutional support to facilitate their long-term goals and organizational efforts. As a result, the research team launched the UC Irvine Community and Labor Project that brings together community, labor and university resources to strategically and collaboratively build research projects. The project was directed by UCLA Labor Center-Research Director, Saba Waheed. Dream Resource Center intern Hugo Romero learned how to conduct applied research through this process and became a primary researcher. Carolina Sarmiento, Ph.D. at UC Irvine, seeded the Community and Labor Project.

W.T. Kellogg Foundation Awards UCLA Labor Center- ReWork a 2-year \$390,000 Grant to Work with Janitors and their Children

UCLA Labor Center will partner with the Building Skills Partnership, a non-profit organization supporting low-wage immigrant janitors from SEIU-USWW (United Service Workers West) to improve their children’s educational outcomes through innovative employer-supported programs and school-based organizing for quality early childhood and parent engagement initiatives. The goal of this project is to build relationships with parent workers through presentations, parent dialogue and educational reform activities held at worksites, the union hall, and schools as a way to:

- Orient parent workers to the public education system and early education parent engagement opportunities and services;
- Develop janitor parent leaders and expose them to formal school-based decision-making processes where they can voice their interests and concerns for the success of their early childhood learner;
- Provide a forum for parents to mobilize around educational concerns and improve the educational disparities of their 3-8 year old children within the Los Angeles Unified School District.



Health Impact Assessment Study

The UCLA Labor Center-ReWork project has been working with Human Impact Partners on a Health Impact Assessment (HIA) report project that focuses on the physical, behavioral, and mental health impact on low-wage workers in the City of Los Angeles who experience wage theft. A HIA of the proposed wage theft ordinance in Los Angeles would offer the opportunity to augment current understanding among decision makers and other stakeholders about the potential impacts of this proposed policy. Collaborating with the UCLA Labor Center, the Los Angeles Coalition Against Wage Theft Coalition, and other stakeholders ensure that community members are an integral part of the HIA process and can utilize findings to inform decision-makers about the impacts of wage theft on health.

Department of Labor Standards and Enforcement

The UCLA Labor Center was contracted in 2013-2014 by the California Department of Labor Standards Enforcement (DLSE) to produce six informational brochures for workers on how the DLSE enforces and investigates labor law violations. These brochures will be printed in six different languages and will guide workers through the investigation and wage claim process to recover unpaid wages and report labor violations. Workers will learn about the actions they must take to successfully address and resolve labor violations to hold employers accountable. In addition to these brochures we will also produce a calendar for workers to document and record their work hours and pay to ensure they are properly being paid and to use these calendars to substantiate their claims when employers commit wage and hour violations.



Wage Theft Initiative

In 2013, the ReWork co-authored a report with the National Employment Law Project that analyzed the outcomes of more than 160,000 claims for unpaid wages between 2008 and 2011. Hollow Victories: The Crisis in Collecting Unpaid Wages for California's Workers (July 2013) found that just 17% of workers with final judgments for unpaid wages ever collects any amount whatsoever, leaving more than 8 in 10 workers without a dime to show for their hard work. Hollow Victories compares this collections rate in Wisconsin's to test researchers' hypothesis that improved collection tools, lead to improved collections outcomes. There, where workers can file liens on employers' property at the same time they file claims for wages owed, 8 in 10 collect—the exact inverse of California's collection rate. Hollow Victories has directly informed state legislative action to assist low-wage workers collect the wages they've earned from their employers.

In 2012, the Labor Center launched a statewide coalition of nearly 30 member organizations dedicated to improving collections outcomes for workers who win their wage claims with the Labor Commissioner and in civil court. The Fair Paycheck Coalition is comprised of worker centers, labor unions and policy organizations dedicated to the intersection of low-wage worker and immigrant rights. It advocates for new

creative solutions to collections. This year in 2013, the Fair Paycheck Coalition held two worker assemblies and four delegations to Sacramento to educate workers and the Legislature about the collections process and need to close loopholes that allow employers to evade their responsibility to pay workers what they are owed.



Garment Worker Survey on Access to Care

The UCLA Labor Center, the Garment Workers Center (GWC), and the worker-owned cooperative Research Action Design (RAD), collaborated as a research team to survey 82 garment workers in Los Angeles. Garment workers in and around the L.A. garment district were recruited and surveyed by GWC members and nine UCLA undergraduate students from our applied research course in the labor and workplace studies minor. Our survey findings indicate that the substandard wages of garment workers prevent them from accessing center-based child care and instead they must rely on informal care providers such as relatives, friends or neighbors as their primary child care providers.

Garment Worker Survey on Access to Childcare

In order to raise awareness of the obstacles low-wage workers face in accessing child care, the UCLA Labor Center, the Garment Workers Center (GWC), and the worker-owned cooperative Research Action Design (RAD), collaborated as a research team to survey 82 garment workers in Los Angeles. The survey findings indicate that the substandard wages of garment workers prevent them from accessing center-based child care and instead they must rely on informal care providers such as relatives, friends or neighbors as their primary child care providers.



ReWork Radio

ReWork radio is held weekly on Fridays from 6:30-7:00 pm on KPFK 90.7FM. The show covers stories that rethink work. Re:Work believes that it's time to hear from workers who don't often make it into the spotlight-- and change the future of work. Using the power of stories, Re:Work challenges, expands and enlightens the way we see (or don't see) work. In its first year, Re:Work is the only storytelling show in the country focused on work. Re:Work also trains community producers and students in multimedia story production. The project includes curriculum and educational tools that use stories to learn about



Immigrant Integration

IRLE’s work in the area of immigrant integration is helping to develop a key channel for workforce upward mobility for a whole generation of young immigrants. It is a critically important step in working for broader immigrant integration and successful immigration reform, since educated young adults can play important brokering and facilitating roles for the broader immigrant population.

Dream Resource Center (DRC)

Goals of the Dream Resource Center

- Promote equal access to education by developing educational resources, leadership tools, and support mechanisms for immigrant students
- Educate the public about local and national immigration policies
- Build infrastructure to prepare for the day when immigration reform will provide undocumented students with a path to citizenship.



The Dream Resource Center believes that young people deserve the right to learn, be healthy, and pursue their dreams - regardless of immigration status. Every day, we cultivate and promote immigrant youth leadership nationwide. Since its founding, the center has emerged as a national source for innovative research, education, and policy on immigration issues. Our work is critical to ensure immigrant youth continue to be at the forefront of the national conversations that directly impact their lives and families.

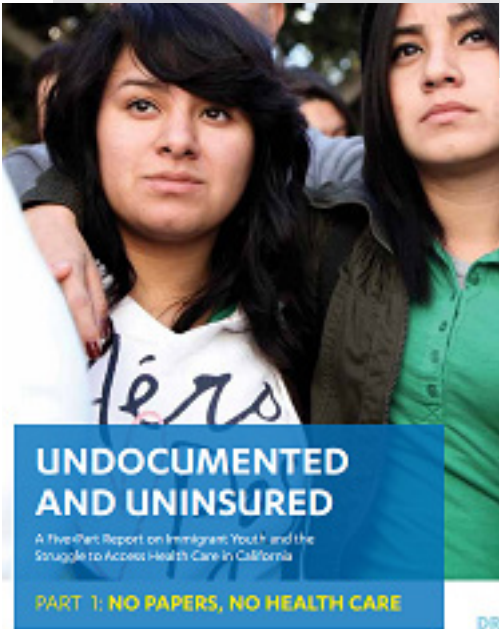
Healthy California Initiative

Undocumented people and Deferred Action for Childhood Arrival recipients are not eligible for the Affordable Care Act at the national level. Eleven million people in the United States are undocumented. In California, an estimated one million are without care. This exclusion leads people to delay care or accumulate thousands of dollars in medical debt. Some wait months or years for surgery on county lists, or even die. The goal of the Dream Resource Center’s Healthcare for All Campaign is to bring awareness about the lack of affordable healthcare in immigrant communities.



Undocumented Uninsured

“People are not aware of the hardships and trauma [being undocumented] causes, and don’t really know how to help even if they want to.” – Female, 30, Los Angeles, CA. The Dream Resource Center’s “Undocumented and Uninsured: Immigrant Youth and the Struggle to Access Health Care in California” is the first statewide study about and by immigrant youth on health care access, which surveyed 550 undocumented youth and youth recently granted Deferred Action status.

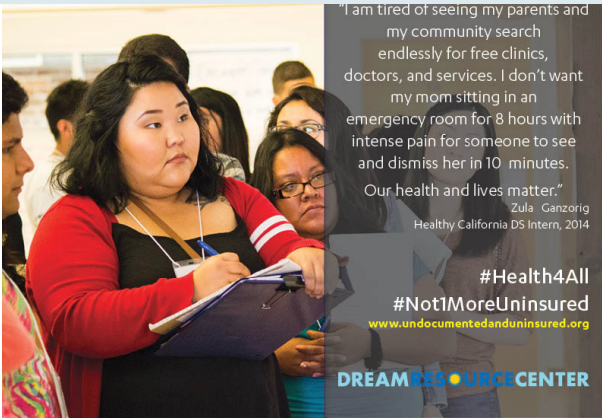


30 days, 30 Voices of Health

A research study conducted by the Dream Resource Center, 69% of California’s immigrant youth do not have health insurance and 71% of immigrant youth currently need access to a doctor. As a means to call attention to the issue, 30 immigrant youth from across the state of California have launched a photo campaign via Facebook and Twitter, highlighting a story a day.

#Health4All Twitter campaign

With the launch of “Undocumented and Uninsured,” the Dream Resource Center embarked on a campaign to draw public attention to the issue of immigrants’ unequal access to healthcare and the inability of the Affordable Care Act to provide relief to immigrants living uninsured in California. This spring, the Dream Resource Center supported the #Health4All hashtag to bring the movement to social media and garner support for Senator Lara’s #Health4All Bill, SB1005.



Undocu-Care-Van

This year, the Dream Resource Center participated in a traveling Caravan in support of Senator Lara’s #Health4All bill. Immigrant youth and advocates travelled across the state, stopping in San Diego, Los Angeles, Fresno, Orange County, the Inland Empire, and Sacramento to bring awareness to the need for access to affordable healthcare for all California residents, regardless of immigration status. This weeklong event culminated in the #Health4All rally in Sacramento, followed by the Senate Health Committee meeting where they talked about the #Health4All bill, SB1005.

Dream Summer 2014

How Immigration Changes the Workforce Diversity Equation

Global migration has reshaped the workforce almost all over the world. Here in the United States, workforce diversity policies and guidelines that were developed mainly with African Americans and women in mind, are now wrestling with migrants from every continent, speaking a wide variety of languages, with a range of cultural traditions including religion, food, and customs. Many other countries, including much of Europe, a number of the rising East Asian and Latin American economies, and former British colonies like Australia and Canada, are contending with similar issues. How can we help policy-makers from the local to the international level, managers, and worker organizations to update the workforce diversity toolbox to address these new challenges? *How Immigration Changes the Workforce Diversity Equation*, a forthcoming book from IRLE and Italy’s ADAPT think tank, takes a global look at these issues. Workplace actors in the United States will have much to learn from this volume, which includes four articles with a specifically US focus, two global overviews that include the United States as an important case, and twelve other essays on how other countries are grappling with these conundrums.

Immigrants, Race, Labor, and the Law

Race and ethnicity are major faultlines that disadvantage many recent migrants to the United States, and make the immigration policy debate a particularly charged one. UCLA IRLE’s February 2014 conference on Race, Labor, and the Law included discussion of immigrants—especially Latinos and Asians—in almost every panel, in addition to one panel dedicated to “Race, Labor, and Immigration.” Provocative sessions examined issues like Black-Latino relations in the workplace, how incarceration has reshaped the US-Mexico border region, and the working conditions of indigenous migrants from Mexico.

Global Flows and Networks

As labor, capital, and commerce have become increasingly global, IRLE has likewise undertaken increasingly global research and outreach.

IRLE Research

Experiences Organizing Informal Workers

Chris Tilly
Research Partner: UC Berkeley; University of Massachusetts; University of Campinas, Brazil; Cornell University; Peking University; Hong Kong Polytechnic University; Johns Hopkins University; Universidad Autónoma Metropolitana-Iztapalapa, Mexico; Center for Research and Higher Education in Social Anthropology (Mexico); University of Witwatersrand, South Africa; University of Toronto; York University; CUNY; Rutgers University; and UCLA Departments of Urban Planning and Sociology.

Informal work makes up the majority of employment in the Global South, and a growing share of jobs in much of the Global North, including the United States. Though informal work by definition falls beyond the reach or grasp of labor regulations, informal workers around the globe have sought to organize for better conditions, in forms ranging from worker centers, to cooperatives, to traditional trade unions. *Experiences Organizing Informal Workers* brings together scholars from a varied set of countries to draw comparative lessons about which strategies work and which do not, where, why, and how. Research products to date a final report that on “Informal Worker Organizing as a Strategy for Improving Subcontracted Work In the Textile and Apparel Industries of Brazil, South Africa, India and China.” Ongoing studies include research on informal workers’ struggles for the right to make use of public space, and global patterns in domestic worker and informal

[Global Retail Landscapes]

Chris Tilly

Research Partners: Francoise Carré, University of Massachusetts, Boston

Led by IRLE director Chris Tilly, this research project looks at variations and change in retail job quality in the US in the context of global comparisons with Mexico and several European countries, including Denmark, France, Germany and the Netherlands. The project, supported by funds from the Ford, Rockefeller, and Russell Sage Foundations, the Upjohn Institute for Employment Research, a UCLA Faculty Senate grant, and the Fulbright Scholar Program includes fieldwork in both Mexico and the United States. Recent publications from this project touch on “Beyond ‘contratos de protección’: Strong and weak unionism in Mexican retail enterprises,” and “Sueños de éxito, realidades estancadas: Aspiraciones y movilidad en el comercio informal y formal en México” (translation: “Dreams of success, stagnant realities: Aspirations and mobility in informal and formal retail in Mexico”).

[Global Perspectives on Labor Policy]

Thinking about workplaces must become increasingly global, in step with the globalization of the division of labor, and flows of labor, capital, and goods. In addition to research and publications growing out of the in-depth research projects mentioned above, UCLA IRLE maintains a broad and diverse global research agenda on workplace concerns. In 2013-14, IRLE Research and Policy Briefs included “Mobilizing informal workers for urban resilience: Linking poverty alleviation and disaster preparedness” and “Where There Are Few Unions: Health and Safety Education for Organizing in Export Zones.” IRLE Working Papers this year included contributions on Brazil, India, Mexico, and Pakistan. For more details, see the Research Publications section.



[Global Strategies for Improving Low-Wage Jobs]

Chris Tilly, Pamela Izvanáriu

Research Partners: Françoise Carré, University of Massachusetts Boston; Peter Evans, University of California Berkeley.

IRLE researchers are drawing lessons from case studies in the United States and around the world about what makes bad jobs bad, and strategies for improving them. This has generated a variety of syntheses and collections. The project yielded a 2010 special section of *New Labor Forum* on “Work and Inequality in the Global Economy: China, Mexico, and the U.S.” (co-edited by Tilly and Kent Wong), and a 2011 special double issue of the *Journal of Workplace Rights* called “Labor in the Global South: A Search for Solutions” (co-edited by Tilly and four UCLA doctoral students). The research contributed to Carré and Tilly’s edited volume *Are Bad Jobs Inevitable?* (2012, co-edited with two British colleagues), published in 2012, and to edited volume *How Diversity Changes the Workforce Diversity Equation* (2014, co-edited by Tilly, UCLA graduate student Hina Sheikh, and two Italian co-editors). Izvanáriu is leading new research into new forms of employment in the emerging “sharing economy,” and how they can best be regulated.

Visiting Scholars

IRLE Visiting Scholars and Graduate Students are invited to spend a month to year in residence at UCLA, working on research projects and meeting with UCLA students and faculty. Visiting scholars enhance the intellectual progress of IRLE research projects, as well as contribute to the Working Paper series and colloquia. Through our network of visiting scholars, IRLE's research extends around the world. This map of our visiting scholars and visiting graduate researchers for 2013-2014, demonstrates just how global our research community is.

Jennifer Pabelonia Nazareno
Ph.D. Candidate in Medical Sociology at
University of San Francisco



Fernando Robledo
Professor at Universidad Autónoma de
Zacatecas, Mexico



Rolando Javier Salinas Garcia
Coordinator & Professor, Multidisciplinary Unit for
Labor Studies, Universidad Autónoma de Querétaro,
México



Jenny Jungehülsing
PhD Doctoral Fellow, University of Kassel,
Germany



Erik Mygind du Plessis
PhD Fellow at the Institute for Society and
Globalisation, Roskilde University, Denmark



Pelle Korsbæk Sørensen
PhD Fellow at the Institute for Society and
Globalisation, Roskilde University, Denmark



Xiaohui Ban
Ph.D. Candidate in Law School at Wuhan
University in China



Tomoyuki Shimanuki
Associate Professor at
Hitotsubashi University, Japan



Ni Tang
Ph.D. student at the Institute of Vocational and Adult
Education at East China Normal University in Shanghai,
China



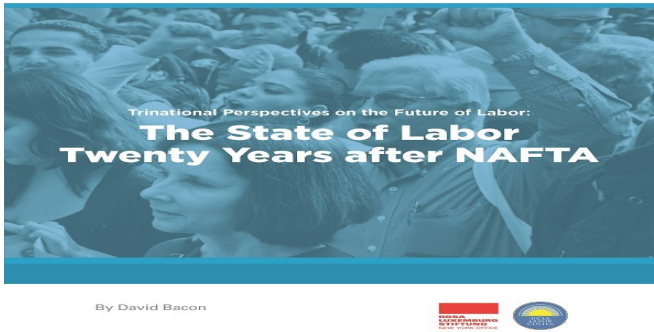
Inés Durán
Ph.D. student at the University of
Sydney, Australia



IRLE's Global Visiting Scholars have engaged in dialogues surrounding their research topics ranging from 'Atypical Employment in China' and 'Labor Relations in the Areospace Manufacturing Sector in Mexico and the United States' to 'Vocational and Technical Education in China: Possibilities for Migrant Workers in the Process of Urbanization.' Six scholars from all areas, three of which from Mexico, two each from China and Denmark, and one each from Japan, Germany, and France have given talks on many subjects from 'Locating Indigenous migrants in the US at the global---regional---local interface of power: the case of the Club Mezcala de la Asunción, Jalisco' to comparing non-standard job to Japan and the United States.

Institute for Transnational Social Change (ITSC)

The Institute for Transnational Social Change (ITSC) is a project of the UCLA Labor Center. ITSC serves as a hub for cross-border collaboration among independent unions, worker centers, NGOs, and academic research centers in Mexico and the United States. The main goals of the ITSC are to address the needs of a low-wage workforce that is often hard to reach, like migrant workers, women in the garment industry, farm workers, miners, and other workers who are subject to the complexities of industries dominated by highly mobile, and often ubiquitous transnational corporations. ITSC’s activities aim to increase opportunities for cross-border collaboration and access to projects and programs that promote leadership development, conduct health and safety trainings, and build organizational capacity.



During the last year ITSC have expanded its activities to incorporate counter parts from Canada. With funds from the Rosa Luxemburg Foundation a trinational conference was organized under the title “Trinational Perspectives on the Future of Labor: The State of Labor 20 Years after NAFTA.” This conference convened at the UCLA Downtown Labor Center on December 2-3, 2013. In addition, a bilingual report was produced written by David Bacon (ITSC, June 2014) based on this conference.

Global Solidarity: China and Vietnam Focus

The UCLA Labor Center is a part of a three university consortium with City University New York and Harvard University to develop the field of labor relations in China. Funding for a \$1.4 million grant from the U.S. State Department was awarded to fund this project, and have developed a bilingual web page (www.ALReXchange.org) accessible to labor scholars in both countries.. Labor Center Director Kent Wong has lectured at universities in Beijing and Shanghai, including Beijing University, the Beijing Capital University, and the Shanghai Labor College.

In September 2013 Wong organized a workshop in China at the AFL-CIO Convention. Wong helped to facilitate President Richard Trumka’s trip to China in October 2013, the first time an AFL-CIO union president had visited China to meet with the Chinese labor union leadership.



In 2013, the UCLA Labor Center sponsored two U.S. visiting scholars, Leanne Noble and Hollis Stewart, who taught at the Ton Duc Thang University in Ho Chi Minh City from June to December, 2013. This work has emerged from several years of work in strengthening exchanges between labor scholars in the U.S. and Vietnam.





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